THE COMMONWEALTH OF MASSACHUSETTS'

JOBS CREATION COMMISSION

F I N A L R E P O R T

January 2011 - September 2012

APPENDIX—VOLUME 2

SECTION SEVEN: APPENDIX

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APPENDIX C

Continued

Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
September 28, 2011
9:30 a.m. – 11:30 a.m.

Commission in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- Charles Carr, Commissioner, Mass. Rehabilitation Commission
- Jennifer MacNamara, Office of Senator Richard Ross
- George Moriarty, Executive Office of Labor and Workforce Development
- Mary Kay Browne, Executive Office of Elder Affairs
- April Anderson Lamoureux, State Permit Ombudsman, designee of the Secretary of Housing and Economic Development
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs, Department of Economics, Northeastern University
- Tim Sullivan, AFL-CIO
- Eileen McAnneny, Associated Industries of Massachusetts
- Nurys Carmago, Executive Office of Public Safety and Security
- Cheryl Luisser-Poppe, State Department of Veterans Services
- Paul Frost, State Representative

Other Attendees:

- Mary Anne J. Padien, Office of Senator Karen E. Spilka
- Michael H. Wright, Office of Senator Karen E. Spilka
- Tyler Hardman, Office of Senator Karen E. Spilka
- Supreme Richardson, TFCC-Boston
- Laurie Taymor-Berry, Survivors, Inc.
- Andrew Keegan, Office of Representative Joseph Wagner
- Alice Xiang, Harvard University public policy student
- Katie MacMillan, Harvard University public policy student
- John Heffernan, Vice President, Policy and External Affairs, MassBio
- Lance Hartford, Executive Director, Massachusetts Biotechnology Education Foundation, MassBio
- Peter Abair, Director, Economic Development and Global Affairs, MassBio

<u>Meeting Summary:</u>

Senator Karen E. Spilka reminded Commissioners that Jobs Creation Commission meetings are scheduled for the last Wednesday of every month and that the Commission will begin regional hearings throughout the state this month in addition to the regular Wednesday meeting.

Peter Abair, Director of Economic Development and Global Affairs, MassBIO: MassBio Presentation:

Peter Abair, Director of Economic Development and Global Affairs, MassBIO: **Mr. Peter Abair** provided a background on biotech in Massachusetts. He explained that MassBIO recently released their 2011 industry snapshot, which examined trends in the industry, venture capital investment and other developments. His presentation is based on the employment data from that report.

Mr. Abair explained the employment trends and growth in the industry. The industry has grown 53.5% in Massachusetts since 2001, leads all states in research and development employment, and is second only to California in producing jobs. In 2010, these collective industries resulted in $4.6 billion in payroll and an average salary of $96,628.

Mr. Abair discussed maps and charts that displayed the concentration of the industry statewide. He explained that Suffolk, Essex and Worcester County have a large number of biotechnology related jobs. However, Middlesex County has the largest percentage of industry employees in Massachusetts.

Mr. Abair discussed biopharma manufacturing growth and explained that manufacturing employment did not see growth in 2010, but this is part of a national trend toward smaller and more streamlined businesses. **Mr. Abair** explained that the most significant growth in the industry is in biomedical engineers and biophysists.

Mr. Abair explained employment trends in the industry (using the MassBio website as a tool to examine these trends). He explained that there was an increase in jobs in 2010. The list of major employers included many companies that were not in Massachusetts in 2004, which demonstrates the industry's recent growth in Massachusetts.

Mr. Lance Hartford, Executive Director, Massachusetts Biotechnology Education Foundation

Lance Hartford presented on a Foundation created by MassBio to bridge the gap between higher education and industry to ensure future workforce development in the industry. The MassBio Education Foundation was founded two years ago and created the Mass Life Sciences Educational Consortium, which includes representatives from the industry, universities and community college presidents. The purpose of the Consortium is to bridge the disconnect between what the industry needs and what is being taught. The group reviews and endorses existing programs that demonstrate best practices. The group also makes recommendations to establish new programs or improve existing programs.

Mr. Hartford expanded on the Foundation's work to improve and establish programs at community colleges. The Foundation works with community colleges to create an endorsement process (through industry) to ensure programs meet core competencies and establish active internship programs. The Boston Foundation has provided a grant for these programs and some have become models for other industries. The collaboration

among community colleges and community college faculty members has also significantly improved programs and best practices.

Peter Abair and John Heffernan, Lance Hartford addressed the following topics in response to questions from Commissioners:

- **Strength of Industry vs. National Trends**: **Peter Abair** explained that the biopharma industry has remained strong in Massachusetts because the state already has a strong foundation in biotech and the global shift is from pharmaceuticals to biologics. The shift has forced pharmaceutical companies to look to invest in locations, like Massachusetts, where biotech is already strong.

- **Entry-Level Positions in BioTech**: **Peter Abair** explained that many large employers still look for Bachelor of Science degrees from applicants for entry level positions. However, more companies are looking to community colleges for entry-level positions, especially for entry-level technicians. As the industry evolves, employers will be looking to fill entry level technician positions that can be trained through the community college system.

- **Necessary Level of Training: Lance Hartford** explained that a vocational school education is often insufficient for the industry's entry level jobs. The Foundation is working to ensure a career pathway for young adults so they have sufficient training – from high school/vocational technology schools through community colleges and four year colleges.

- **Characterize Education Quality**: **Lance Hartford** explained that more investments are needed in the Consortium to ensure success, especially more collaboration from community colleges. In the past, the community colleges have been responsive when the Consortium directs them to provide the training that the industry needs.

- **Recent Federal Cuts and Health Care Reform**: Both **John Heffernan** and **Peter Abair** explained that cuts in Washington will have a strong effect on the biotech industry in Massachusetts, especially the availability of NIH funding. They also answered questions about the effect health care reforms will have on the industry. Because of the time and cost it takes to get a product to market any changes to the health care system may affect access to these drugs or willingness of companies to invest.

- **NIH Funding**: NIH funding is very important to the industry, especially for basic research. Massachusetts gets $2.4B – 11-12% of total NIH funding for basic research. This research funding has been flat for the past decade, which is unfortunate because this basic funding is often the catalyst for new businesses and jobs.

- **Programs For Higher Skill Level Workers, Retraining**: **Lance Hartford** explained there are several programs that already exist and more that can be adopted on a wider scale:
    - Community college level certificate programs are available that assist in retraining individuals;
    - A uniform program across state for retraining; the retraining of former Polaroid engineers was given as an example of retraining success;
    - Education of bachelor of science students on career options;
    - Helping post-doctoral students at places like Mass General Hospital (1,500 in program) transition from academia to industry; matching those with specialized expertise with companies that need those skills.

- **Future Growth Indicators for Industry**: **Peter Abair** explained that, although industry is not immune to greater economic issues, all of the indicators (out of state investment, share of venture capital dollars, NIH dollars, patents, etc.) demonstrate that growth will most likely continue barring a severe downturn or a radical policy change in Washington. **Lance Hartford** explained that Massachusetts may get more growth through bio-manufacturing. Bio-manufacturing is the way to produce more entry level positions. MassBio is working to develop these manufacturing positions in Massachusetts.

- **STEM**: **John Heffernan** believes that Massachusetts is moving in the right direction. STEM programs are playing a huge role in developing the workforce.

Other Commission Actions:

There was a motion to adopt the meeting summary from the Commission meetings on April 27th, June 29th, and July 27th; it was seconded; adopted unanimously. There was a motion to adopt the meeting summary from the inventory subcommittee meeting on May 3rd; seconded; adopted unanimously.

Senator Karen E. Spilka explained that the Commission will hear from Secretary Bialecki on the work of the Economic Development Planning Council at a future meeting. For the next meeting, Senator Spilka asked the subcommittees to update the Commission with plans for the future, and begin work on their goals and action items. Staff is available, including additional policy undergrads that will be made available for the subcommittees.

Dr. Alan Clayton-Matthews explained that the Inventory subcommittee will meet Tuesday October 4th, 11am in the Labor and Workforce Development conference room. The purpose of the meeting is to identify state, national and international programs that help people retain or obtain jobs.

April Anderson-Lamoureux explained that the Demand subcommittee will have a future meeting that will focus on job creation programs, challenges and opportunities for small and large businesses.

Senator Karen E. Spilka discussed the upcoming regional hearings and provided a schedule. Members were asked for suggestions for future locations. The Senator explained that the types of panelists and questions were those developed by the Commissioners.

There was discussion about changing the December 28th meeting of the Commission to a different date.

Adjourned.

Documents Distributed:

- MassBIO Presentation

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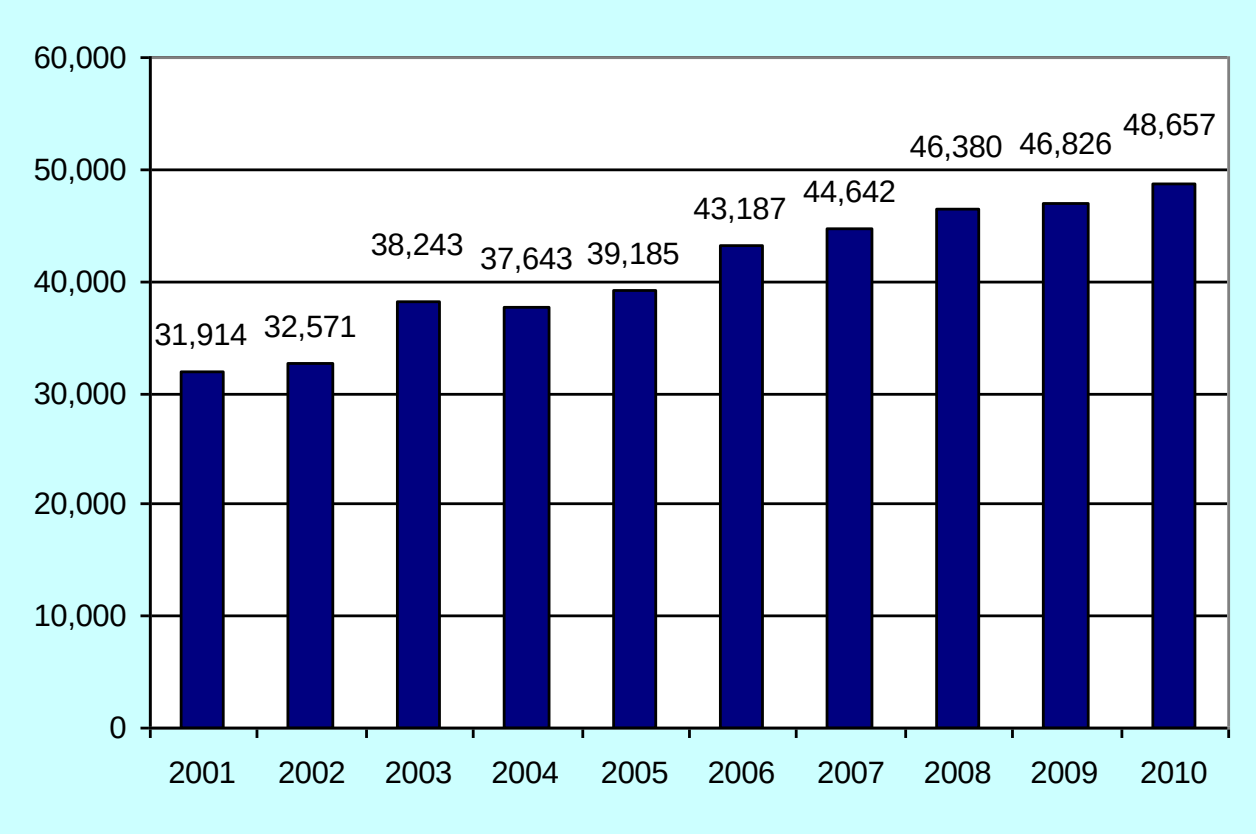
BioPharma Industry Employment Trends

Massachusetts BioPharma Employment Continues Growth

The industry weathered the 2009 downturn without an employment drop and grew jobs at a projected 3.9% rate in 2010.



52.5% Growth since 2001

Source: U.S. Census, County Business Patterns and MassBio formula and analysis.
*2010 figure is a final estimate based on review of Massachusetts ES-202 data for 2010.

What is in a number?

How do we get to 48,647? MassBio relies on data from two sources.

For the years 2001-2009, MassBio derives its industry numbers from the County Business Patterns data of the U.S. Census Bureau. County Business Patterns "basic data items are extracted from the Business Register, a file of all known single and multi-establishment employer companies maintained and updated by the U.S. Census Bureau. Data for single-establishment companies are obtained from various Census Bureau programs, such as the Annual Survey of Manufactures and Current Business Surveys, as well as from administrative record sources."

Because there is a 1.5 year time lag in the provision of CBP data, for the year 2010 as in past years, MassBio used a formula to estimate the growth or decline rate in industry employment based on data from the state's ES-202 data. MassBio then applied this growth rate to the 2009 aggregate industry employment number generated from County Business Patterns (CBP) data. MassBio has used this formula in recent years with a high degree of accuracy. Our 2009 projection, for example, was only 106 jobs in variance from the final actual number revised for 2009.

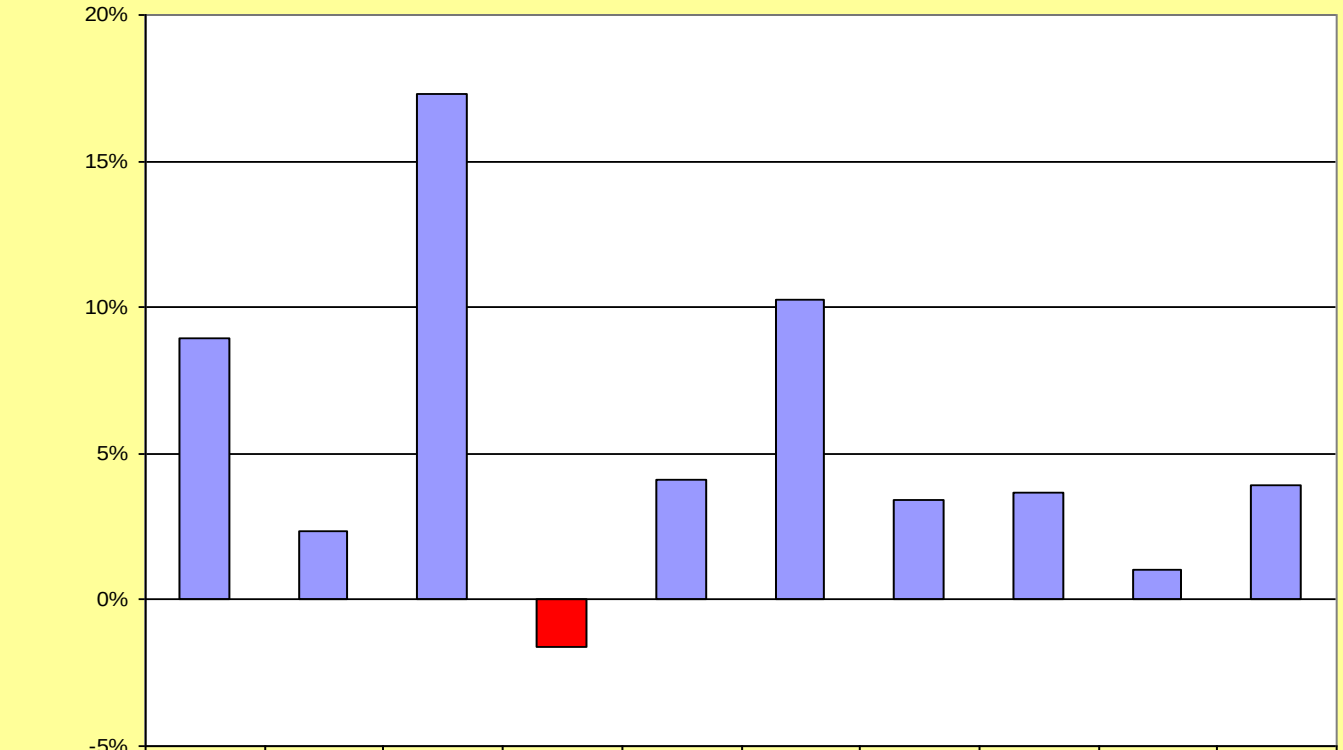
What is considered "biopharma" employment?

Using the North American Industry Classification System (NAICS), by which both the CBP and ES-202 data is reported, MassBio has determined that several NAICS classifications can be considered part of the biotechnology and pharmaceutical industry. However, only in certain cases can the industry claim 100% of any one NAICS code. Therefore, MassBio determined that a percentage of some industry classifications could be used in estimating overall industry employment. In some cases, the percentage determination for certain industry codes was based on reports developed by other organizations. The following NAICS codes are utilized:

NAICS 3254: Pharmaceutical MFG (100%)
NAICS 541711: Research &Dvelopment in Biotechnology (100%)
NAICS 541712: R&D in the physical, engineering, and life sciences (except biotech) (33%)
NAICS 334516: Analytical Lab Instrument MFG (30%)
NAICS 54138: Testing Laboratories (30%)
NAICS 4242: Drug merchant wholesalers (10%)
NAICS 622: Hospitals 622 (4.5%)
NAICS 61131: Universities (1.9%)
and the minumum reported figures in statistical ranges for 4 "green biotech" classifications:
325199, 325221, 311222,311223.

Annual Growth/Decline Rates: 2001-2010

The industry rebounded from just 1% growth in 2009 to 3.9% growth in employment in 2010.



	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Growth/Loss	8.9%	2.3%	17.3%	-1.6%	4.1%	10.3%	3.4%	3.7%	1.0%	3.9%

Source: U.S. Census, County Business Patterns and MassBio formula and analysis.
*2010 figures are final estimates based on review of Massachusetts ES-202 data for 2010.

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BioPharma Industry Impact in MA

The estimated average salary in the biopharma industry is 77% higher than the estimated state average salary of $53,834.

While the industry's exports aren't completely captured under "Pharmaceutical Products", this category alone accounts for over 8% of all Massachusetts exports.

$4,615,364,513 in payroll (2010)

$95,628 in average salary (2010)

Source: U.S. Census, County Business Patterns, MassBio estimate using 2009 base data .

Massachusetts Exports, 2010

All Commodities	26,256,370,201	
Optic, Photo Etc, Medic Or Surgical Instrments Etc	5,324,511,940	20.20%
Industrial Machinery, Including Computers	4,601,715,086	
Electric Machinery Etc; Sound Equip; Tv Equip; Pts	4,518,662,880	
Pharmaceutical Products	2,136,306,456	8.10%

Source: MassExport Center

Biotechnology Research & Development Employment

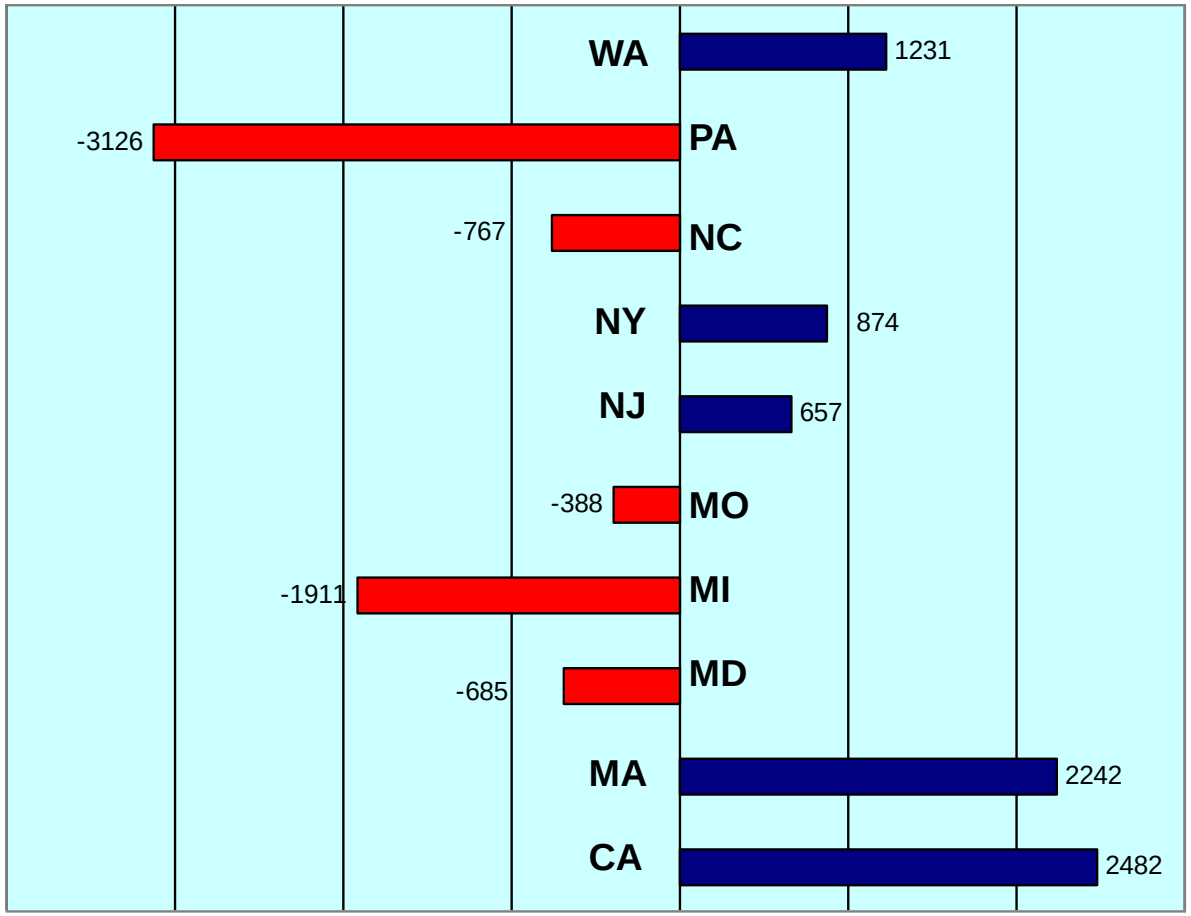
According to the Bureau of Labor Statistics' Quarterly Census of Employment & Wage (QCEW) data, Massachusetts leads the nation in biotechnology research employment.

	2007	2010
CA	19,134	21,616
CT	2,452	1,582
MA	24,565	26,807
MD	10,154	9,469
MI	4,670	2,759
MO	4,262	3,874
NJ	8,567	9,224
NY	2,679	3,553
NC	7,042	6,275
PA	15,902	12,776
WA	2,499	3,730

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW)

Growth/Decline in Biotechnology Research Employment, 2007-2010

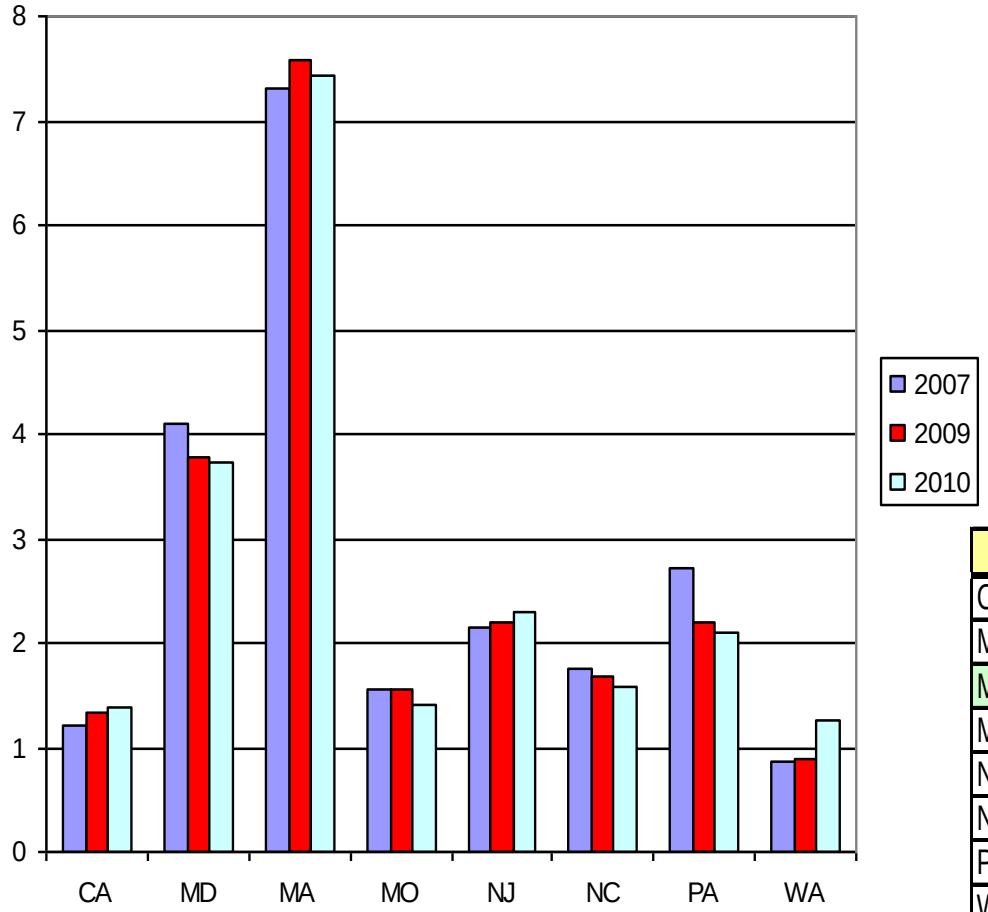
Massachusetts grew biotechnology research employment between 2007-2010. It was outpaced only by California.



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW)

Biotechnology Research Concentration in Leading Biotech States

Massachusetts holds a dominant position in terms of *industry concentration* in "Biotechnology Research and Development" – almost twice the concentration of jobs as the next closest state. The Massachusetts concentration did, however, decline slightly from 2009.



What is a Location Quotient?

Location Quotients measure the concentration and strength of an industry in a region versus the nation as a whole. Location Quotients of more that 1.0 mean that the industry enjoys a greater concentration in a region versus the nation as a whole.

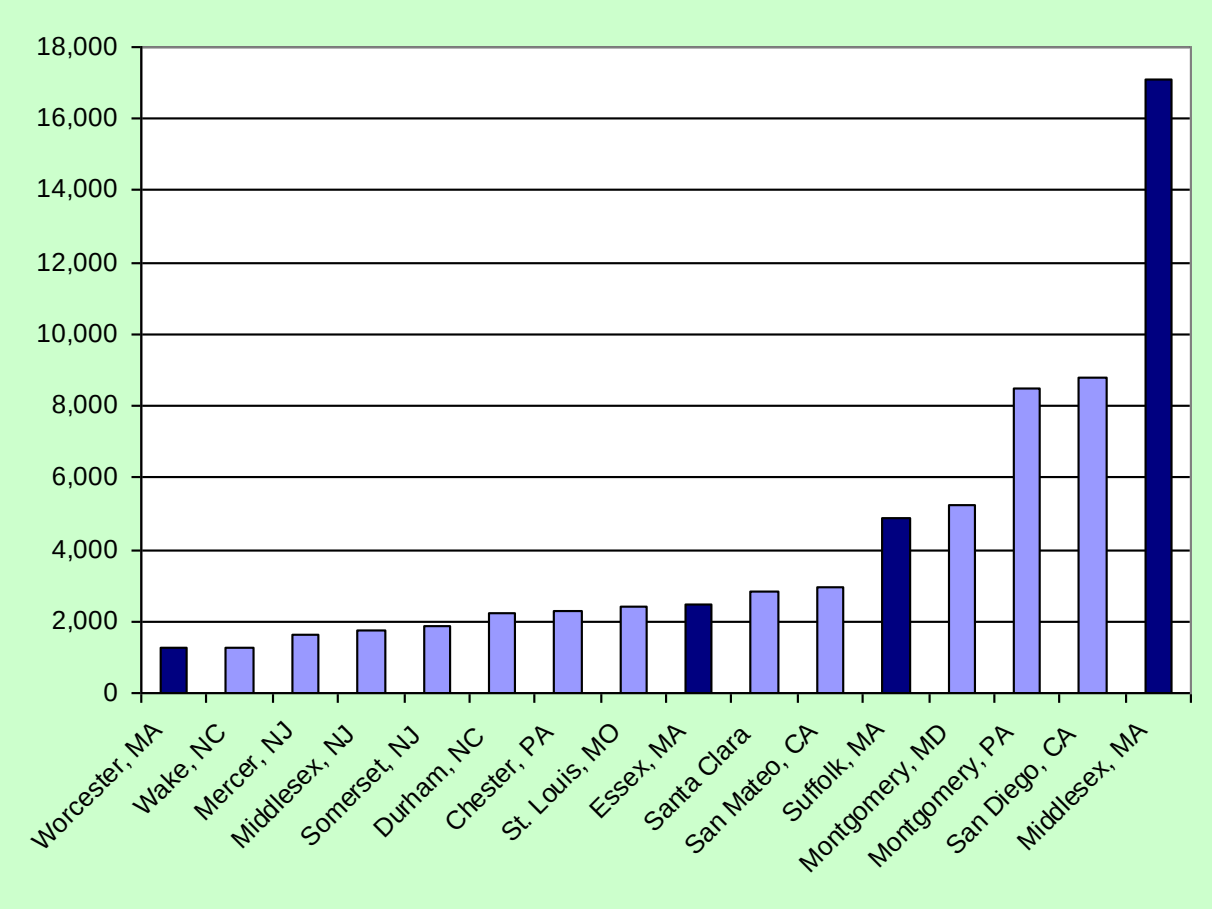
	2007	2009	2010
CA	1.22	1.34	1.39
MD	4.1	3.77	3.74
MA	7.32	7.58	7.42
MO	1.56	1.55	1.4
NJ	2.15	2.20	2.29
NC	1.75	1.68	1.57
PA	2.71	2.19	2.09
WA	0.87	0.90	1.27

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW)

Biotech R&D Employment among selected U.S. Counties

Among leading U.S. counties in biotech R&D employment, Middlesex County in Massachusetts continues to stand out.

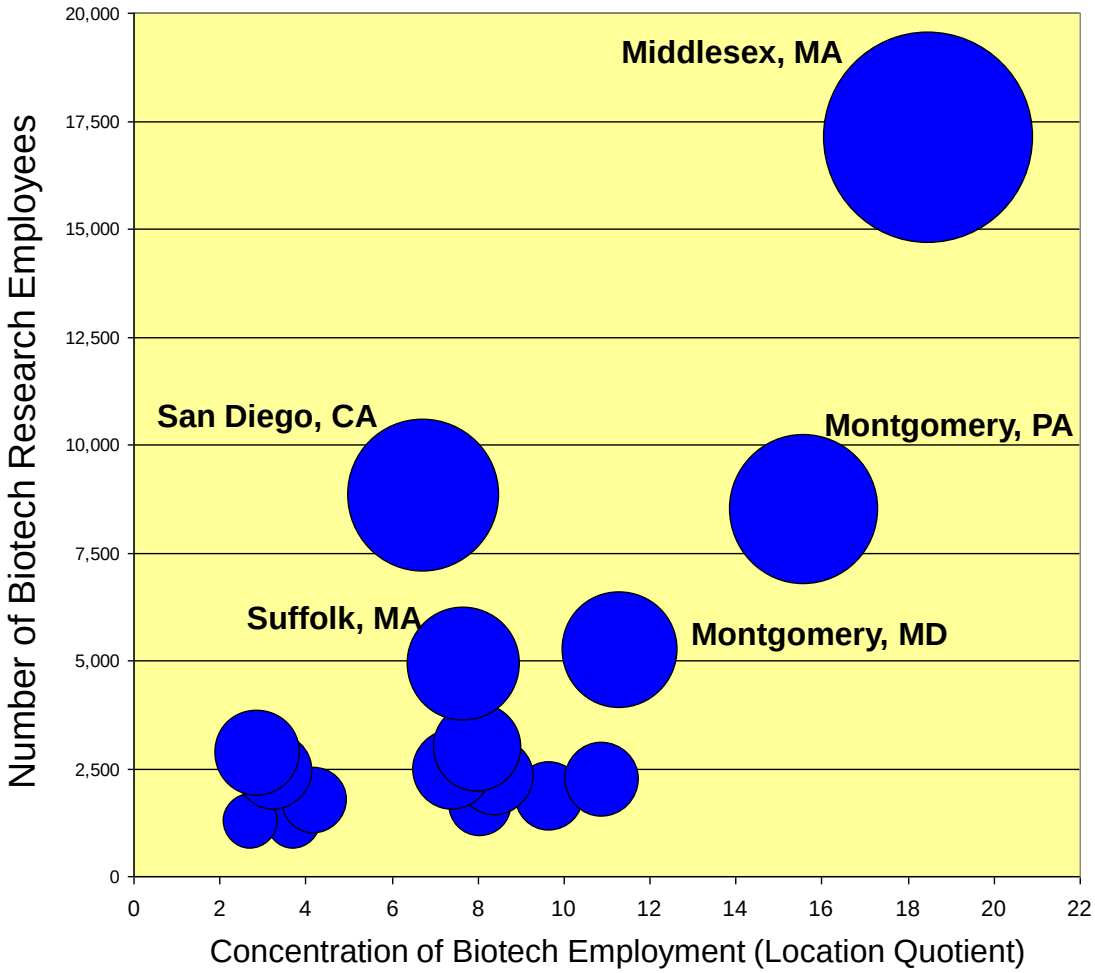
	2008	2010
Middlesex, MA	16,481	17,090
San Diego, CA	7,903	8,802
Montgomery, PA	9,971	8,484
Montgomery, MD	5,451	5,214
Suffolk, MA	4,916	4,902
San Mateo, CA	3,466	2,957
Santa Clara	4,101	2,826
Essex, MA	2,642	2,447
St. Louis, MO	2,596	2,408
Chester, PA	2,531	2,298
Durham, NC	2,285	2,223
Somerset, NJ	1,813	1,840
Middlesex, NJ	1,452	1,739
Mercer, NJ	2,100	1,643
Wake, NC	2,028	1,252
Worcester, MA	1,121	1,248



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW)

Biotech Employment & Concentration among Leading U.S. Counties

This graphic combines the factors of biotech research employment by county with the corresponding industry concentration (location quotient) in each county noted on the previous page.



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW)

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A Pause in BioPharma Manufacturing Growth

Only Massachusetts, Maryland, and North Carolina have grown biopharma manufacturing jobs since 2006. However, Massachusetts shed manufacturing positions in 2010 along with all of the other states, except Maryland. This trend is confirmed by other data sources as well.

	2006	2007	2008	2009	2010
CA	44,047	43,971	43,035	43,386	43,162
CT	9,404	8,825	7,926	7,410	7,225
IL	19,084	18,654	18,534	18,077	18,032
IN	19,255	19,525	18,822	17,950	17,141
MA	**7,944**	**9,139**	**9,581**	**9,706**	**9,514**
MD	5,536	6,220	6,097	6,379	6,574
NJ	40,379	42,256	37,957	33,933	32,794
NY	21,720	21,731	20,971	20,495	20,070
NC	19,409	19,224	18,787	20,345	20,119
PA	22,299	22,107	22,294	21,743	21,352

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW)

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Life Science Job Classifications: National Growth Projections

Table 1.6 Occupational Employment and Job Openings Data, 2008—18, and worker characteristics, 2008 (Numbers in thousands)

2008 National Employment Matrix title and code		Employment		Change, 2008-18		Job openings due to growth and replacement needs (in thousands)	Median annual wages, 2008 (2)	Most significant source of education and training category
		2008	2018	Number	Percent			
Total, all occupations	00-0000	150,931.7	166,205.6	15,273.9	10.12	50,928.5	$32,390	-
Biomedical engineers	17-2031	16.0	27.6	11.6	72.02	14.9	$77,400	Bachelor's degree
Life scientists	19-1000	279.4	354.1	74.6	26.7	143.7	-	-
Biological scientists	19-1020	91.3	110.5	19.2	21.02	48.5	-	-
Biochemists and biophysicists	19-1021	23.2	31.9	8.7	37.42	16.2	$82,840	Doctoral degree
Medical scientists	19-1040	114.2	159.1	44.9	39.3	67.9	-	-
Chemists	19-2031	84.3	86.4	2.1	2.48	30.0	$66,230	Bachelor's degree
Biological technicians	19-4021	79.5	93.5	14.0	17.62	41.9	$38,400	Bachelor's degree
Pharmacists	29-1051	269.9	315.8	45.9	17.01	105.8	$106,410	First professional degree
Clinical laboratory technologists and technicians	29-2010	328.1	373.6	45.6	13.89	107.9	-	-
Medical and clinical laboratory technologists	29-2011	172.4	193.0	20.5	11.91	53.3	$53,500	Bachelor's degree
Medical and clinical laboratory technicians	29-2012	155.6	180.7	25.0	16.09	54.6	$35,380	Associate degree
Pharmacy technicians	29-2052	326.3	426.0	99.8	30.57	182.0	$27,710	Moderate-term on-the-job training
Sales representatives, technical and scientific products	41-4011	432.9	475.0	42.0	9.71	142.3	$70,200	Work experience in a related occupation

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MLSEC

Massachusetts Life Science Education Consortium

The mission of the MLSEC is to promote a coordinated approach to the development of the Massachusetts life sciences workforce through a partnership between the life sciences industry and higher education.

Connect the industry and higher education through an effective communications strategy

Validate, guide, and review the relevance of programs and curricula intended to prepare students for careers in the life sciences

Endorse higher education/industry talent development best practices or government programs aimed at supporting talent development

Advocate for initiatives that will enhance the ability of Massachusetts to meet the future employment needs of the industry.

The MLSEC is co-chaired by Joan Wood of Genzyme Corporation and Carole Cowen, President, Middlesex Community College.

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MLSEC
Massachusetts Life Science Education Consortium

December 8, 2010— Eleven biotechnology degree or certificate programs at eight Massachusetts community colleges are training students with the skills and experiences they need to enter the biotechnology industry according to a new Massachusetts Life Science Education Consortium (MLSEC) endorsement program.

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MLSEC
Massachusetts Life Science Education Consortium

Berkshire Community College	Silver
Associate in Arts - Biotechnology Concentration	
Bunker Hill Community College	
Associate in Science - Biotechnology Option	Silver
Middlesex Community College	
Associate in Science - Biotechnology Technician	Gold
Biotechnology Technician Certificate	Gold
Mount Wachusett Community College	
Associate of Science in Biotechnology/Biomanufacturing	Silver
Biotechnology/Biomanufacturing Certificate	Silver
Northern Essex Community College	
Associate in Applied Science in Laboratory Science	Gold
Quinsigamond Community College	
Biotechnology Certificate	Gold
Roxbury Community College	
Associate of Science - Biotechnology	Gold
Biotechnology/Biomanufacturing Certificate	Gold
Springfield Technical Community College	
Associate of Science in Biotechnology	Silver

MassBio Job Listings, Trends in Major Category Listings, 2008-2010

	2008	2009	2010	(+-)
Business Development	245	258	361	116
Clinical Research	453	356	472	19
Executive	34	42	81	47
Finance and Administration	295	216	281	-14
Operations	431	427	671	240
Project Management	131	79	86	-45
Quality	353	287	424	71
Regulatory Affairs	150	145	229	79
Research	1084	1008	1456	372
Research/Clinical Research	601	448	627	26
Applicable to a number of categories	56	37	115	59
	3588	3045	4442	854

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MassBio Job Listings, Position Trends

Aggregate Postings by Position	
Research	1,072
Biology	893
Clinical	846
Scientist	661
Quality Assurance	592
Chemist	571
Manufacturing	552
Regulatory	449
Quality Control	430
Biochemistry	420
Process Development	340
Project Management	327
Drug Discovery	308
Pharmacology	301
Administrative	273
Drug Development	267
Engineer	255
Information Technology	227
Sales	213
Marketing	210

	2008	2009	2010	PCT
Manufacturing	152	132	211	39%
Quality Assurance	159	144	233	47%
Research	239	285	439	84%
Scientist	253	112	302	97%
Process Development	63	99	141	124%
Laboratory	39	53	90	131%
Information Technology	38	70	106	179%
Medical Director	21	29	74	252%
Facilities	9	10	51	466%
Chemist	205	145	162	-21%
Drug Development	96	63	83	-14%
Drug Discovery	105	93	84	-20%

Leading BioPharma Employers (MA), 2011

1. Genzyme (Sanofi)	4,356
2. Pfizer	2,600
3. Biogen Idec	2,300
4. Novartis	2,100
5. Thermo Fisher Scientific	1,700
6. Shire	1,500
7. Vertex	1,310
8. EMD Millipore	1,237
9. Parexel International	1,200
10. Millennium: Takeda Oncology	1,050
11. Charles River Laboratories	970
12. AstraZeneca	900
13. EMD Serono	850
14. Hologic	800
15. Abbott Laboratories	750
16. Sunovion Pharmaceuticals (DSP)	690
17. Nova Biomedical	631
18. Cubist	626
19. Lantheus	550
19. Merck	330
20. Bristol-Myers Squibb	320

Sources: MassBio, membership reports, survey, Boston Business Journal Book of Lists, 2011.

Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
October 26, 2011
10:00 a.m. – 12:00 p.m.

Commissions in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- Joseph F. Wagner, State Representative, Co-Chair
- Charles Carr, Commissioner, Mass. Rehabilitation Commission
- Jennifer MacNamara, Office of Senator Richard Ross
- George Moriarty, Executive Office of Labor and Workforce Development
- Mary Kay Browne, Executive Office of Elder Affairs
- April Anderson Lamoureux, Executive Office of Housing and Economic Development
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs; Department of Economics, Northeastern University
- Eileen McAnneny, Associated Industries of Massachusetts
- Nurys Carmago, Executive Office of Public Safety and Security
- Cheryl Luisser-Poppe, Department of Veterans Services
- Jefferson Smith, Massachusetts Department of Transportation
- Marissa Cole, Executive Office of Education

Other Attendees:

- Secretary Gregory Bialecki, Executive Office of Housing and Economic Development
- Emily Fitzmaurice, Office of Senator Karen E. Spilka
- Mary Anne J. Padien, Office of Senator Karen E. Spilka
- Michael H. Wright, Office of Senator Karen E. Spilka
- Supreme Richardson, TFCC-Boston
- Laurie Taymor-Berry, Survivors Inc.
- Andrew Keegan, Office of Representative Joseph Wagner
- Lashena Butler, TFCC
- Rev. George Walters-Sleyon, Center for Church and Prison
- Alice Xiang, undergraduate at Harvard University
- Jennifer Yoo, law student at Boston University Law School
- Joe Kaplan, Grace Team
- Jean Gulliver, Progressive Business Leaders Network
- Chris Kealey, Massachusetts Business Roundtable
- J.D. Chesloff, Massachusetts Business Roundtable
- Andrew Tarsy, Progressive Business Leaders Network
- Darryl Wynn, TFCC
- Justin Sterritt, Executive Office of Housing and Economic Development
- Cecilia Miller

<u>Meeting Summary</u>

- **Senator Karen E. Spilka** announced that Tim Sullivan is unable to attend due to a funeral. Senator Spilka reminded commissioners that Jobs Creation Commission meetings are scheduled for the last Wednesday of every month and that the Commission will continue to hold regional hearings throughout the state in addition to the regular Wednesday meeting.

- There was a motion to adopt the meeting summary from the Commission meeting on September 28th and the Holyoke regional hearing on October 13th; it was seconded; adopted unanimously. There was a motion to adopt the meeting summary from the inventory subcommittee meeting on October 4th; seconded; adopted unanimously.

Secretary Gregory Bialecki presentation on the Economic Development Planning Council:

Secretary Gregory Bialecki, EOHED explained that the Economic Development Planning Council (Planning Council) was a component of the economic development reform bill that became law last summer:

- The economic development reform bill changed tax code provisions, assisted growing small businesses, and reorganized agencies to work more effectively. It also required the Governor to have an express economic development plan which would detail the state's current status and future goals for job creation and economic development.
- The Planning Council has 30 members, including members of the public, the administration, elected officials and business leaders. The Planning Council's statewide plan is due by the end of 2011.
- The plan allows the Commonwealth to examine best practices from competitor states and make a statement about what a business can expect when coming to Massachusetts. He explained that it will provide for long term predictability, which is an important factor for businesses that choose to locate or remain in the state.
- The statewide plan starts at the highest level of generalities, labeled 'categories for action.' Although these are not the only possible areas, he explained that the Planning Council decided to focus on five categories for action that it determined would make Massachusetts more competitive:
    - <u>Advancing education and workforce development for 'middle skills' jobs through coordination of education and economic development</u>
        - Education (elementary, secondary, and post secondary) is already one of Massachusetts' strengths.
        - The Planning Council identified 'middle skills' jobs (jobs requiring training beyond high school but not a 4 year degree) as an area where there is the greatest imbalance between demand and supply.
    - <u>Supporting innovation and entrepreneurship</u>
        - Massachusetts already has strength in this area and is admired nationally as a model for the environment it cultivates and resources it provides. The Life Science Initiative was given as an example. The Planning Council wants to build on this strength.
    - <u>Supporting regional development</u>

        - The state's regional development initiatives need improvement. The state has distinct regions that have different economic challenges and opportunities. As an example, the MetroWest is a region that has high demand but is challenged by public infrastructure investments that have not kept pace.
        - The Planning Council supports local empowerment and local economic development plans.
    - <u>Increase ease of doing business</u>
        - This is perceived as a weakness for Massachusetts. In particular, the Planning Council determined that regulatory burden on businesses decreases the ease of doing business. Although Massachusetts places great value in what the state's regulations seek to protect (communities, environment, workers, etc.), the Planning Council supports a more flexible regulatory system with a focus on making smarter decisions on when to regulate.
        - In addition, the Planning Council believes that Massachusetts can improve the ways state agencies work and increase collaboration between agencies.
    - <u>Address cost competitiveness</u>
        - The Planning Council wants Massachusetts to improve in areas like rental housing, energy, and health care.
- **Secretary Bialecki** described how the Planning Council broke down into topic-based subcommittees. These subcommittees were charged with addressing priorities within each category for action and establishing action items that were meaningful, achievable, and measureable.
- **Secretary Bialecki** described the work of the Education and Workforce Development subcommittee as an example.
    - This subcommittee made three major points: (1) that education and workforce development is not well coordinated; (2) that education and training programs are not responsive to the needs of industry and Massachusetts needs to be more responsive in training relevant skills and requiring competency; and (3) that the state must continue to emphasize STEM education.
- **Secretary Bialecki** described the next steps. After the plan is submitted, Planning Council members will continue to work on the plan's implementation, create more measureable benchmarks and will annually evaluate these benchmarks to evaluate success or failure.

Senator Spilka explained that this is the first time that Massachusetts has required incoming Governors to set a statewide economic development plan during the first year of his/her tenure. This plan will ensure that everyone that is involved with economic development in Massachusetts is moving forward with the same ultimate goals.

Eileen McAnneny applauded the Planning Council for seeking to strengthen the focus on the collaboration between companies and community colleges. The Workforce Training Fund was noted as an important tool in meeting these goals.

Secretary Bialecki addressed the following topics in response to questions from commissioners:

- **Competitor states**: **Secretary Bialecki** explained that New York, New Jersey, Maryland, Virginia, North Carolina and California are the states that Massachusetts traditionally considers competitors. Both Florida and Texas are new states that should also be included in this group. These states are competitors because they have similar innovation and knowledge based economies that focus on businesses that need highly educated and skilled workforce (industries such as technology or financial services).
- **Secretary Bialecki** noted that these competitor states are not doing very well and Massachusetts has recovered better in terms of unemployment numbers and job loss/gain. This is most likely a temporary phenomenon, however. The states recovering best are those with natural resources like oil and food.
- **Secretary Bialecki** also expanded on his earlier discussion of the community college/business relationship. He noted that it is important for community colleges to make their own choices on training and that the government should not tell them how to train. The community colleges in western Massachusetts were noted as particularly good at integrating their training with local businesses.

- **Best practices with respect to the community college/business relationship**: **Secretary Bialecki** provided an example of how successful Massachusetts community colleges can be when they collaborate. All 15 community colleges recently applied to a competitive workforce training grant program offered by the U.S. Department of Labor. They won a $20 million dollar grant based on the strength of their application and the statewide (collaborative) work plan that they submitted.
- **Secretary Bialecki** expanded on his answer by highlighting manufacturing in Massachusetts. He explained that the administration has tried to invest funding in programs that assist in training for manufacturing jobs. The Manufacturing Extension Partnership has been a great resource in inventorying best practices for training in manufacturing.
- **George Moriarty** added that Secretary Goldstein has embarked on a listening tour to hear from various constituent groups, businesses and community colleges about these issues. She will work to expand the role that community colleges play.
- **Commissioner Carr** added that EOHHS has developed a model where one or two people in the secretariat are the point of contact with businesses and job leads. These job leads are then shared across all EOHHS departments and divisions.

- **Cost competitiveness, tax expenditures and the tax expenditure commission**: **Secretary Bialecki** explained that the Planning Council does not want to duplicate the effort of the Tax Expenditure Commission. The most immediate issue in evaluating tax expenditures is minimizing the cost to business and effect on government. He explained that the item businesses mention most often is the need for pension reform, particularly because of the fear that unfunded pension liability will drive the need for increased taxes in the future.

- **Secretary Bialecki** explained that the plan will be delivered to the legislature but, to the extent that the action items are not finished, the Planning Council will recommend that addition attention may need to be paid to particular items.

- **Green Jobs: Secretary Bialecki** explained that the plan's recommendations are intend to apply across all industries. Although there are a variety of growing industry sectors (life sciences, clean energy, etc.), the Planning Council decided to focus on innovation and entrepreneurship in the broadest sense. Secretary Bialecki also mentioned that the Planning Council would not focus on any particular region (such as only gateway cities).

Discussion of the regional hearing in Holyoke:

- **Representative Joseph F. Wagner** addressed the Commissioners on the regional hearing in Holyoke. Representative Wagner explained the agenda and noted that the statewide WIB group met prior to the hearing. There were three prearranged panels for the Commission. The first panel included those unemployed or searching for a job. The central theme of this panel was that more significant state resources are needed to help people find work. Funding for these programs is often the first to be cut especially in difficult economic times.
- He mentioned that the testimony from the unemployed indicated that people don't know the skill set they need to get jobs and there is a lack of assistance available to satisfy those needs. Because there are many job applicants for each job, if an applicant lacks even one skill that the job requires then another person will most likely get the job.
- **Representative Wagner** described the testimony of another panel of local business owners and CEOs. One of the panelists explained that there are many openings for skilled labor in high tech, but there is not a pool of applicants that can fill these jobs. The business owner highlighted the need for workforce training at nearby community colleges.
- **Representative Wagner** encouraged the Commissioners to attend the next regional hearing because of how informative the Holyoke hearing was. He mentioned that the many of the business panelists have already engaged in further dialogue with his office with respect to job creation.
- **Eileen McAnneny** explained that panelists noted that the most successful community college training programs are those that train for actual job openings; adapting training to job demand is critical.
- **Marissa Cole** added that all vocational education schools have advisory boards that include business leaders. These business leaders work with school administrators to make training relevant to job demand.
- **George Moriarty** explained that the Secretary of Labor and Workforce Development is examining the current system of unemployment benefits and hopes to further integrate internship and training programs.
- **Dr. Alan Clayton-Matthews** noted that there was consensus between the three panelists: there is a structural unemployment problem, many companies have openings, and many workers realize that they cannot get jobs without retraining. He noted that the skills mismatch is difficult to satisfy with the current unemployment system.

- There was a brief discussion among commissioners about co-op and internship programs at 4 year colleges.

Subcommittee Reports:

- **Senator Spilka** introduced two Harvard University policy students and one Boston University Law student that will be assigned to subcommittees to assist with research. Alice Xiang, an undergraduate from Harvard University, was introduced to the Inventory subcommittee. Katie MacMillan, an undergraduate from Harvard University, was introduced to the Supply subcommittee. Jennifer Yoo, a law student from Boston University Law School, was introduced to the Demand subcommittee.
- Senator Spilka asked subcommittees to report on their recent meetings, goals and action items.

- Inventory Subcommittee:
    - **Dr. Alan Clayton-Matthews** discussed the Inventory subcommittee meeting on October 4th. He mentioned that the subcommittee will continue researching and identifying best practices. There subcommittee meetings scheduled for the first Tuesday of every month except January.
- Demand Subcommittee:
    - **Eileen McAnneny** discussed that the Demand subcommittee met in mid-October. There were 24 attendees including representatives of business trade associations. They discussed potential impediments to job creation from the demand perspective: housing regulations, infrastructure, regulatory impediments, the cost of doing business and health care cost issues. She will provide the commission with the next subcommittee meeting date as soon as it is available.

- There was discussion among commissioners about the potential for a website for the Commission. Senator Spilka's office will update the commissioners on this at the next meeting.

Hearing Schedule:

- **Senator Spilka** explained the updated regional hearing schedule includes more definitive dates. The next regional hearing is scheduled for Worcester and the next monthly meeting is November 30th in State House Room 222. Senator Spilka asked for any ideas for future monthly presenters and suggested that commissioners follow up with legislative staff. There was discussion about having someone from the Department of Higher Education present to the Commission.

Questions from public in attendance:

- **Rev. George Walters** asked a question about how to request a community college provide training programs for a particular population.

- The Commissioners discussed that a request to a community college usually comes from the community, local businesses and other organizations. The Jobs Creation Commission was created to provide recommendations and does not have power to force implementation of its recommendations.

Adjourned.

Documents Distributed:

- Regional Hearings Draft Schedule

Jobs Creation Commission
Massachusetts State House, Room 222
November 30, 2011
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Senator Karen E. Spilka, Co-Chair
- Coleman Nee, Secretary, Massachusetts Department of Veterans' Services
- Jennifer James Price, Executive Office of Labor and Workforce Development
- Mary Kay Browne, Executive Office of Elder Affairs
- April Anderson Lamoureux, Executive Office of Housing and Economic Development
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs; Department of Economics, Northeastern University
- Eileen McAnneny, Associated Industries of Massachusetts
- Tim Sullivan, Massachusetts AFL-CIO
- Aaron Tanaka, Boston Workers Alliance
- Marissa Cole, Executive Office of Education

Other attendees:

- Dr. Richard Freeland, Commissioner, Massachusetts Department of Higher Education
- David Cedrone, Associate Commissioner for Economic and Workforce Development for the Massachusetts Department of Higher Education
- Mary Anne J. Padien, Michael H. Wright, Emily Fitzmaurice, and Tyler Hardman, Office of Senator Karen E. Spilka
- Andrew Keegan, Office of Representative Joseph Wagner
- Jennifer McNamara, Office of Senator Richard Ross
- Representative Tom Sannicandro
- Courtney Elgart, Office of Representative Tom Sannicandro
- Laurie Taymor-Berry, Survivors Inc.
- Supreme Richardson, TFCC-Boston
- Jean Gulliver, Progressive Business Leaders Network
- Elisabeth Moering, Progressive Business Leaders Network

<u>Meeting Summary:</u>

Senator Karen Spilka began the meeting by requesting introductions and stated that there was a quorum present. There was a motion to adopt the meeting summary from the Commission meeting on October 26th; it was seconded; adopted unanimously. There was a motion to adopt the meeting summary from the Demand Subcommittee meeting on October 11th; Demand Subcommittee Co-Chair, Eileen McAnneny asked that the minutes be held until the next meeting for additions; minutes held. There was a motion to adopt the meeting summary from the Inventory Subcommittee meeting on November 1st; seconded; adopted unanimously. Senator Spilka announced that the meeting summaries from the recent Worcester Regional Hearing and the meeting of the Supply Subcommittee would be available for the next Commission meeting.

Dr. Richard Freeland, Commissioner, Massachusetts Department of Higher Education, presentation on The Vision Project:

Dr. Freeland gave commissioners some background on The Vision Project, which is concerned with two factors: educational work and research work. The Project is based at the University of Massachusetts Boston, where the research and development portion of their work occurs. The educational work deals with how to create an educated workforce for the Commonwealth and maintain this pipeline over the coming years. Dr. Freeland explained that The Vision Project relates to workforce development because in order to ensure continued economic growth, an educated workforce is necessary and Massachusetts is on the right track because it has high populations of residents with bachelor degrees and graduate degrees.

Dr. Freeland discussed the "innovation economy" as a driving factor for the state's need to continue to produce an educated workforce. The Vision Project is an attempt to organize and focus on higher education and how it serves the needs of the state, Dr. Freeland explained. Currently, Massachusetts is leading the nation with 53% of residents holding college degrees, but it is estimated that by 2018, 68% of Massachusetts jobs will require a college degree. Dr. Freeland discussed how the Commonwealth is currently under-producing college educated workers relative to the needs of the state's economy. This produces a middle skills gap – a large group of individuals that have more than a high school level education but less than a bachelor's degree – which must be addressed in order to continue to have a workforce to fill these positions.

Dr. Freeland detailed the need to look to the future to see how the state's workforce will be made up. The graduates of the private institutions of higher education are less likely to stay in Massachusetts because they are becoming more nationally and internationally focused. But, Dr. Freeland noted, public college graduates are more likely to stay in Massachusetts and are the primary producer of the state's workforce. The reality, he discussed, is that over time, public higher education has become more and more important to providing the state with a robust workforce. Dr. Freeland explained that currently, public higher education institutions educate two-thirds of the students who grow up in the state and remain in the state for their college education.

Dr. Freeland expressed the importance of the state to work to create a first-class system of higher education and public higher education. He explained that The Vision Project serves to help raise sights based on the group's vision of higher education and national leadership goals, and in order to achieve this, the legislature and administration must be dedicated to committing to higher public education. The mission statement of the Vision Project is, "We will produce the best-educated citizenry and workforce in the nation. We will be a national leader in research that drives economic development." Dr. Freeland explained that this statement can be translated into important educational goals: (1) the state needs to be sending more young people to college than other states; (2) these students must be ready to do college-level work; (3) when they get to college, they need to have the resources and tools to succeed and graduate; (4) we need to not only have high rates of graduation, but we also need to be able to track and assess what skills they are leaving school with and what they are prepared to do in the workforce; (5) we need to make sure that these programs are aligned with the workforce needs of our state; and (6) we need to actively work to close achievement gaps across the state.

Dr. Freeland explained some specific work being done at the state level in regards to workforce development, including actively promoting the importance of STEM education. Dr. Freeland discussed how the state's STEM Plan for Excellence in Education is hailed as a national model and aims to increase interest in STEM Majors and the number of STEM bachelor's degrees by 50 percent between 2008 and 2016. Dr. Freeland further discussed how the Plan uses the STEM Pipeline fund to fund projects across the Commonwealth to get students involved in these fields at a younger age. One focus, Dr. Freeland added, needs to be keeping students enrolled in their STEM-related majors because currently, only 35 percent actually graduate in the field they start in if they enter into a STEM related field. Dr. Freeland stressed the importance of collaboration between government, academia, and businesses to see these goals come to fruition.

Dr. Freeland addressed the following topics in response to questions from commissioners:

Dr. Freeland explained that in order to identify the important focus areas for training and education, coordination between industries and academia is crucial. David Cedrone, Associate Commissioner, gave the example of their work to build a strong relationship with the nursing and allied health community to identify how the industry is shifting so that changes can be made to training programs to ensure a strong workforce for these careers. For example, Cedrone detailed, in this industry, most nurses have associate degrees, but there are strong signals that by 2020, most nurses will need to have a bachelor's degree. Through continued discussions and partnerships, the Department is working to adjust the training models so the workforce can keep up with these changes in the industry.

Secretary Coleman Nee, Massachusetts Department of Veterans' Services, presentation on recent work to help veterans gain employment:

Secretary Nee told the group that since September 11, 2001, the state has seen approximately 37,000 veterans return from active duty, bringing the total number of veterans in the state to about 389,000 – the majority of whom are Vietnam-era veterans aged 55 and older. Secretary Nee explained that over the next 25 years, the veteran population is expected to decrease to approximately 160,000 veterans in the state, which follows what is expected to be a continuous trend nationwide. One factor of this trend is that technological advances require fewer individuals to serve.

Secretary Nee added that the veteran population, including post-9/11 veterans, has about a 12 percent unemployment rate, partly due to the fact that veterans are returning to economic conditions that are not as robust as when they left to serve. There is also evidence, he explained, that employers are hesitant to employ workers that are still in the Reserves or in the Individual Ready Reserve (IRR). Secretary Nee also explained that there is a general perception that young men and women coming out of the military do not effectively market their skills to the employer base, while employers are not educated in the skills that these men and women possess. Secretary Nee highlighted the importance of educating the employer base about the many transferable skills veterans bring to the office, such as engineering, healthcare, administration, food services, and payroll skill bases. Secretary Nee explained that these are men and women who have received a significant amount of training and are highly skilled and disciplined.

Earlier in November, the Secretary added, the Patrick-Murray administration announced important tax credits and initiatives to help veterans with employment and give employers incentives to hiring and retaining veterans. The Department is also working with one-stop career centers, community colleges to help provide grants to help homeless veterans get back to work, Secretary Nee discussed. Further, the Department is working with the Department of Labor to help the National Guard Unit that will be returning to Massachusetts, because 300 of these members have reported that they do not have employment to return to. Secretary Nee discussed how they are working to identify these men and women and help them learn to market their skills to employers and identify positions that align with their talents.

Presentations End

The Commission decided that more time was needed in the next meeting to discuss work of the Subcommittees. The next full meeting of the Commission is scheduled for January 25th and during this time, the Commission decided the Subcommittees would be given the opportunity to discuss their work with the full Commission. There would not be a presenter at this meeting so that there would be ample time for the Subcommittees to address the group.

Senator Spilka reminded the group that the 21st floor conference room at One Ashburton Place would still be reserved for the Jobs Creation Commission and could be used by a Subcommittee to convene a meeting on the last Wednesday of December.

Adjourn.

the Vision Project

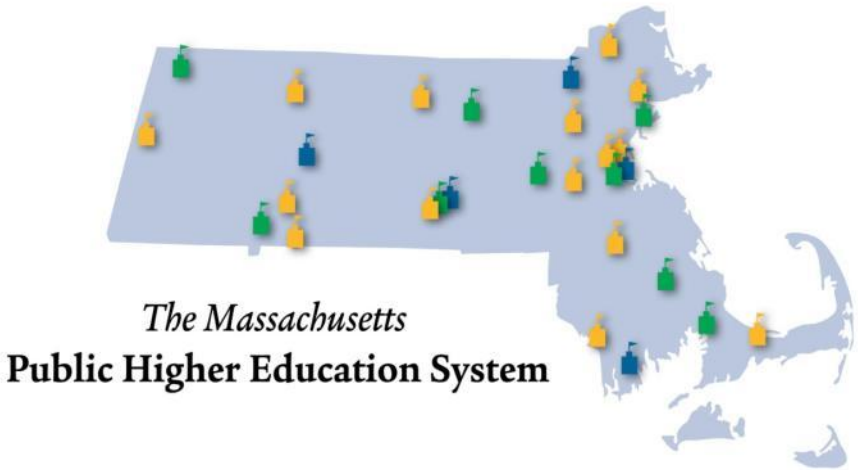
A PUBLIC AGENDA for HIGHER EDUCATION in MASSACHUSETTS

Presentation to the Jobs Creation Commission
Richard Freeland, Commissioner
Massachusetts Department of Higher Education
November 30, 2011

MASSACHUSETTS Department of Higher Education

Fierce Competition for Jobs, Talent

- **Innovation Economy Drives Need for Educated Workforce**
  - MA leads nation: **53%** have college degrees *BUT…*
  - By 2018, **68%** of MA jobs (2.4 million) will require college degree
  - Looming "middle skills" gap *(more than high school, less than bachelor's degree)*
  - Some STEM fields (life sciences, engineering) report pockets of net zero unemployment



Future Workforce: A Changing Picture

- **Stagnant Population Growth**
- **Immigration a Driver**
- **Private College "Brain Drain"**
  - Grads often go elsewhere
- **Public College grads *stay***
  - Campuses now educate 2/3rds of residents who attend college in state
  - Enrollments up 23% 2001-2011 even as # of high school grads declines

Salem State University Students

Needed: 1st Class Public Higher Ed System

- **We Must Be More Aspirational and Accountable**
  - To justify increased support, we need ***clear goals***, system-wide performance measurements, annual progress reports
- **We Must Change Public Perceptions**
  - ***Build appreciation*** of the system's value, economic impact
  - ***Increase awareness*** that Massachusetts' "educational leader" mantle depends on strong public system
  - ***Foster sense of urgency*** about public higher ed

the Vision Project

ASPIRATION

ACCOUNTABILITY

UNITY

Goal: National Higher Ed Leadership

*We will produce the **best-educated citizenry and workforce** in the nation.*

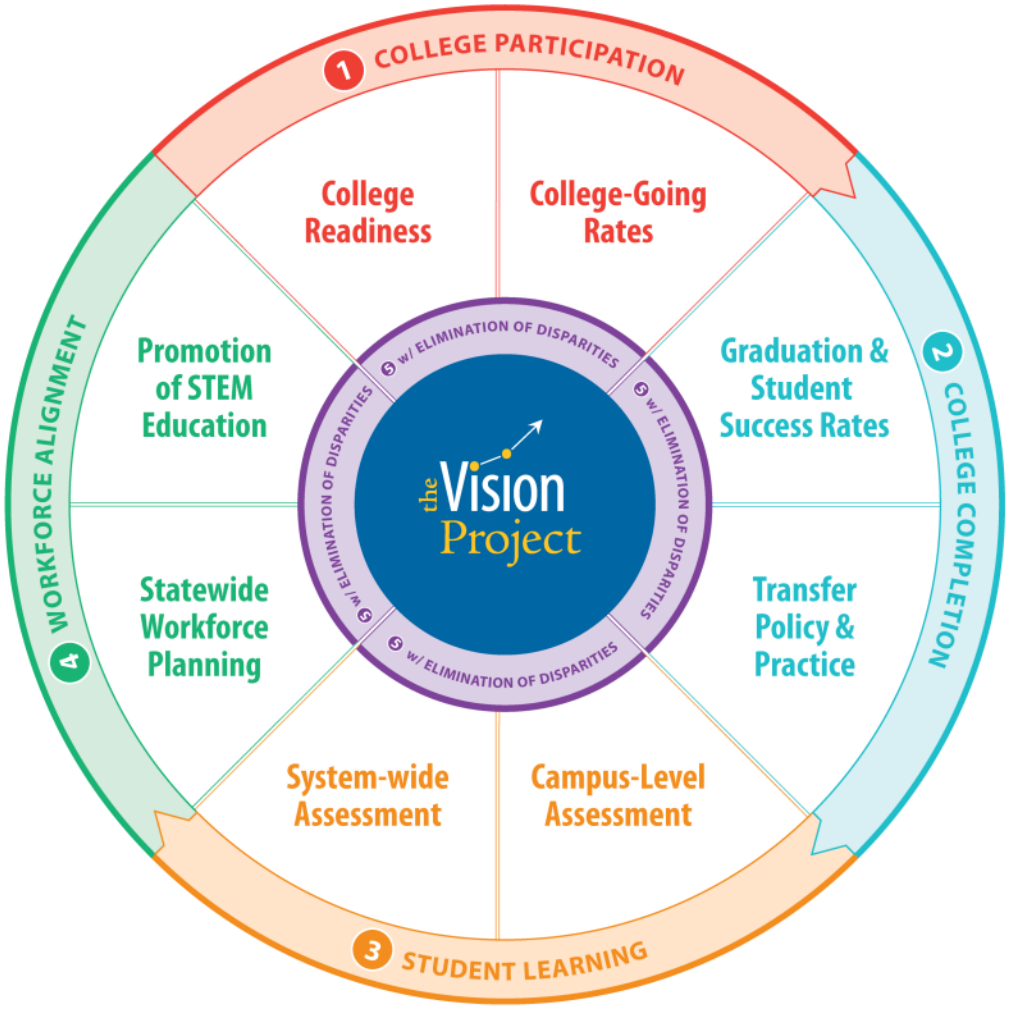
*We will be a **national leader in research** that drives economic development.*

the Vision Project

The Vision Project

A Quest for Academic Excellence

- **National Leadership in Education**
  - College Participation
  - College Completion
  - Student Learning
  - Meeting Workforce Needs
  - Closing Achievement Gaps
- **National Leadership in Research**
  - Research activity related to economic development
  - Economic activity derived from research



Implementing the Vision Project To Meet Workforce Needs

the Vision Project

Promotion of STEM Education

Students enrolled in Bridgewater State U's STREAMs "Biology for Life" project funded by Nat'l Science Foundation

- **STEM Plan for Excellence in Education**
  - Hailed as national model
  - Goal to increase interest in STEM majors and # STEM Bachelor's degrees by 50% 2008-2016
  - *@Scale Initiative:* using STEM Pipeline Fund to transform STEM work, bring successful programs to scale statewide

Statewide Workforce Planning

Nursing & Allied Health

Life Sciences

Info Tech

Adv. Manufacturing

MA Community College & Workforce Development Transformation Agenda

(DOL $20M grant)

The Vision Project Road Ahead

the Vision Project

Vision Project 1st Annual Report 2012

Metrics

- Baseline indicators in academic work

National Comparisons

- How does Mass compare with leading states?

Strategies

- To improve outcomes and achieve national leadership

Performance Incentive Fund

Governor Patrick announces Performance Incentive Fund grants 9/6/11

- $2.5 million in state grants to further Vision Project goals
- 18 campuses received FY12 funding
  - Redesign STEM courses, math boot camps, academic/career pathways "mapping"

Jobs Creation Commission
Massachusetts State House, Room 222
January 25, 2012
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- Marybeth Campbell, Director of Workforce Development, Executive Office of Education, Executive Office of Housing and Economic Development & Executive Office of Labor and Workforce Development
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs, Department of Economics, Northeastern University
- Jennifer James Price, Undersecretary of Workforce Development, for Joanne Goldstein, Secretary of Labor and Workforce Development
- Tim Sullivan, AFL-CIO
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Mary Kay Browne, Executive Office of Elder Affairs
- Eileen McAnneny, Director of Public Policy, Fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- April Anderson Lamoureux, State Permit Ombudsman, designee of the Secretary of Housing and Economic Development
- Jefferson Smith, MassDOT
- Cheryl Luisser Poppe, State Department of Veterans Services

Other Attendees:

- Mary Anne Padien, Office of Senator Karen E. Spilka
- Justin Sterritt, Project Manager, Executive Office of Housing and Economic Development
- Alice Xiang, undergraduate, Harvard University
- Laurie Taymor-Berry
- Michael Wright, Office of Senator Karen E. Spilka
- Emily Fitzmaurice, Office of Senator Karen E. Spilka

Meeting Summary

Senator Spilka moved to adopt the meeting summaries from the Worcester and Lynn regional hearings, the December 2011 inventory subcommittee meeting, the supply subcommittee meetings on November 9th, December 14th, December 28th, and January 11th, 2012. Seconded. Adopted unanimously.

There was brief discussion about Plymouth hearing.

Inventory Subcommittee Discussion*:*

Jennifer James Price discussed the work of the Inventory subcommittee and provided the Commissioners with 3 documents.

- **WIB Profiles Document:** The Workforce Investment Board document was described as a "money map", which explains how major federal and state funds are available to the Commonwealth for broadly described workforce activities. Although the largest sources of funding are included, the document also demonstrates how many different agencies have funding for workforce development. This document displays this funding over time and illustrates the big picture.

    - The Commonwealth Corp website has the historic publications of this document. The "money map" document provides a brief description of the program, how it operates, the enrollment in the program, and provides any outcome data available.

- **Annual Performance Report of Mass Workforce Development Service and Programs Documents: Jennifer James Price** explained that Labor and Workforce Development created a "performance map", using the aforementioned 'money map' as a guide. The document contains all performance data available to the administration. For each fiscal year, this document contains the amount of funding, how many people enrolled, job placement data, and the wages people received, if any. For programs or funds like the Workforce Training Fund there may also be outcome data available.

    - **Jennifer James Price** mentioned that these documents, and especially the performance data, may be helpful to the other subcommittees. These documents will give the other subcommittees a sense of the information that is already available.

- **Dr. Alan Clayton-Matthews** discussed the evaluation matrix document that the Inventory subcommittee created.

    - **Evaluation Matrix** describes the existing programs in the Commonwealth and those nationally and internationally that are considered best practices. In compiling this list, the subcommittee was especially interested in locating studies about job creation programs that are considered successful in providing more benefits than costs. **Dr. Clayton-Matthews** explained that the evaluation matrix listing is broken into two groups – supply and demand. On the supply side, the matrix describes programs that help people find jobs, update skills, make connections with employers, or provide educational opportunities. On the demand side, the evaluation matrix examines a variety of programs including small business development programs, business incentive programs, and industry specific programs such as those in life sciences. However, the evaluation matrix is not intended to be an exhaustive list, but the subcommittee chairs wanted to provide it to the other subcommittees as they continue to do their research.

    - **Dr. Alan Clayton-Matthews** explained the next steps for this document and for the subcommittee. The evaluation matrix is intended as a mechanism to share

information with Commissioners and the public. All Commissioners were asked to provide knowledge of additional studies to the Inventory subcommittee chairs. The plan for the Inventory subcommittee is to finish research by mid-April and draft a subcommittee report that provides a list of job creation programs, highlighting findings on best practices and cost effective programs. There was also discussion of the importance of ongoing evaluation of studies at the state level, with the Office of Performance Management in EOHED as a model.

- There was discussion among Commissioners about a website for the Commission, to ensure that all subcommittees have access to this information.

Demand Subcommittee Discussion:

- **April Anderson Lamoureux** mentioned that the last meeting of the Demand subcommittee was in October, which was an open call to businesses and business groups (very diverse attendance, most regions represented) to talk to the subcommittee about issues of concern and what the state could do better. There were common themes in the discussion – (1) education and workforce training, middle skills gaps, the connection between education and jobs; (2) the need for infrastructure investment, concerns about federal money drying-up; (3) improving Massachusetts' business climate and competitiveness, including increasing awareness of the Mass Marketing Partnership; (4) regulations and permitting issues; (5) health insurance and unemployment insurance issues and how it impacts ability to grow jobs.

    - **April Anderson Lamoureux** noted that the subcommittee will examine each of these common themes in more depth. The subcommittee will use businesses and business organizations in their research and will likely create some legislation or concrete ideas that the subcommittee can recommend.

- **Eileen McAnneny** agreed but also provided a different take on the subcommittee's work. She noted that these common themes are important, especially the cost of doing business, regulatory requirements, and other cost structures that are unique to Massachusetts. She elaborated that for business to create jobs however there must be a demand for services or goods. The Commission needs to acknowledge that job creation begins with demand. Although the Commission's report will provide pertinent information on job creation programs, the Commissioners must also acknowledge that there are a variety of additional factors that aid in job creation by businesses.

- There was discussion among Commissioners about the Tax Expenditure Commission. The Tax Expenditure Commission formed by the Governor is examining existing tax expenditures and developing a report. The Tax Expenditure report will be referenced by the Commission in its own final report. "Clawbacks", such as those utilized by the Life Sciences Center, were mentioned as important policy area. The Tax Expenditure Commission was noted as having more expertise and as being better able to make recommendations on particular tax expenditures than the Commission.

Supply Subcommittee Discussion:

- **Aaron Tanaka** explained that the Supply subcommittee believed it was important to gather priorities from all of the stakeholder groups, including organizations, agencies and the legislators. The subcommittee is developing a survey to be sent out to a group of stakeholders so it can gather this additional information. The survey provides different viewpoints and information on job creation issues. The subcommittee sought the input of the Commission and explained that it hoped the commissioners would be willing to bring the survey back to their agencies.

    - The Commissioners discussed the content of the survey. There was discussion about using this survey to ensure that agency job creation tools were accounted for and whether the Commissioners would use this information to make recommendations in their final report. There was discussion about how each Commissioner could be helpful in providing this survey to their stakeholders. The Commissioners examined the questions posed to employers in the survey. There was further consideration of the need to examine basic impediments to creating a job, which may not be adequately captured in this survey. The Demand subcommittee agreed to further examine this topic.

    - There was further discussion of the survey. The survey could be provided in either paper form or email, depending on the stakeholder. The Commissioners discussed the easiest ways to provide this survey to job seekers – non-profit organizations, workforce investment boards, or to unemployed people directly. The Commissioners discussed revising a few of the questions to more directly ask all stakeholders for input. An example of a more direct question that could be asked was: "what are the three most impactful reforms that you think could the state could do?"

    - The Commissioners unanimously supported the survey. The Commissioners agreed that the survey would be modified by the Supply subcommittee and sent incorporating the suggestions of the Commissioners at this meeting. The paper survey results would be sent to Dr. Alan Clayton-Matthews' office.

- **Senator Karen E. Spilka** explained the upcoming regional hearing and subcommittee meeting schedule. The next monthly meeting is scheduled for February 29th, 2012 at One Ashburton Place. The next regional hearing is February 10th in Lowell at the Saints Medical Center and Congresswoman Tsongas will join as an honorary commissioner. There will be additional regional hearings in New Bedford in March and in the MetroWest on April 13th.

- The commissioners unanimously agreed to add a new regional hearing in Boston either at the end of April or the beginning of May; on the motion of Aaron Tanaka and Tim Sullivan. Aaron Tanaka and Tim Sullivan agreed to work with Senator Spilka's office on the date, location and meeting time.

- The Commissioners discussed presenters for the upcoming monthly meetings: a presentation on the Advanced Manufacturing Collaborative, a presentation on employee-owned businesses, and a presentation on local economic development strategies. The Commissioners also discussed adding a presentation by the Clean Energy Center. The Commissioners also suggested hosting the Associated Industries of Massachusetts (AIM), which could provide an industry prospective.

- There was further discussion of a website for the Commission.

- Adjourn.

Documents from 01/25/12 Meeting:

- WIB Profiles document
- Annual Performance Report of Mass Workforce Development Service and Programs documents
- Evaluation Matrix document

Jobs Commission Inventory Subcommittee

Jennifer James
Alan Clayton-Matthews

January 25, 2012

Agenda

- Tools
  - Workforce Investment Profiles Document
  - Annual Performance Report
  - Job Creation Tools
  - Evaluation Studies – Matrix
- Agenda for Completion of Work
- Discussion

Workforce Investment Profiles

- “Money Map”
  - Published by EOLWD and Commonwealth Corporation with significant input from various agencies
  - www.commcorp.org and click on publications
- Major state and federal programs that support job placement or training
- Description of program, amount of funding, number of people served

Annual Performance Report of Massachusetts Workforce Development Services & Programs

- "Performance Map"
  - Published by EOLWD and Commonwealth Corporation with significant input from various agencies
  - www.commcorp.org and click on publications
- Covers major federal and state programs (statewide)
  - Information on # served, job placement, wages, employer outcomes, etc (as available from each program)

Draft Inventory of Job Creation Programs

- Draft list of existing programs (complied by EOHED and EOLWD)
- Additional examples?

Evaluation Matrix

- Draft matrix of existing evaluations
- Divided into “Supply side” and “Demand Side” programs
- Goal:
  - Highlight most significant research studies and findings in matrix
  - Use this information to establish recommendations to expand programs that work

Agenda for Inventory Subcommittee

- Create mechanism (e.g., web site) to share information with the Commission and public.
- Finish research search and review by mid-April.
- Draft report on list of job creation programs in the Commonwealth and elsewhere, and findings of “best practices” that research has found to be effective.
- Recommend specific programs and/or strategies (with all Commissioners).
- Recommend continued program of research on best practices (national and world-wide).

Discussion

- What additional information/research is needed by committees?

Annual Performance Report of Massachusetts Workforce Development Services and Programs

(M.G.L. Chapter 23H, Section 11 (f))

Compiled by

Commonwealth Corporation

on behalf of the

Executive Office of Labor and Workforce Development

Report on FY2010 Programs

November 30, 2010

ANNUAL PERFORMANCE REPORT OF MASSACHUSETTS WORKFORCE DEVELOPMENT SERVICES AND PROGRAMS

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I. INTRODUCTION

The Commonwealth Corporation is submitting the fifth Annual Performance Report for Massachusetts Workforce Development Services and Programs, for the Fiscal Year (FY) 2010, from July 2009 to June 2010. The report includes the primary programs for workforce development administered by state agencies.

The statewide reports have been compiled from data and reports provided by the state agencies responsible for managing the federal and/or state funds allocated for workforce development programs and services. In some cases, agencies provided data and calculations that are in addition to previously published reports. Commonwealth Corporation expresses our appreciation for cooperation of the workforce development system in this project.

The Economic Stimulus Bill of 2006, Section 23 requires the Commonwealth Corporation, on behalf of the Executive Office of Labor and Workforce Development, to compile an annual performance report of workforce development programs for submission by June 30th each year to the Massachusetts Workforce Investment Board and to the following committees of the Massachusetts Senate and House of Representatives:

- House and Senate Committees on Ways and Means,
- Joint Committee on Education,
- Joint Committee on Higher Education,
- Joint Committee on Economic Development and Emerging Technologies, and
- Joint Committee on Labor and Workforce Development.

The Performance Standards and Workforce Accountability Task Force, also set up under the Economic Stimulus Bill of 2006, Section 23, subsequently revised the submission date to November 30th of each year undertaken under the oversight of the of the Massachusetts Workforce Investment Board, through the Performance Sub-Committee.[1]

Previous Reports

The first Annual Performance Report of Massachusetts Workforce Development Services and Programs was submitted on October 31, 2007. The first and subsequent reports are available at CommCorp's web-site: http://www.commcorp.org/publications/category.cfm?ID=40 .

Core Performance Measures

The current report uses the structure developed for the first report, using four Core Performance Measures adopted by the Performance Standards and Workforce Accountability Task Force:

- Employment, including Earnings and Retention
- Educational and Training Skill Gains
- Business Impact
- Customer Satisfaction

These four categories of core performance measures for workforce development programs were also cited in section 23(f) of the Economic Stimulus Bill of 2006. For this report, state agencies were requested to report on program outcomes by the four categories of core performance measures, to the extent applicable. The reports for each of the major statewide programs also include data on the demographic and educational characteristics of participants.

[1] The final report of the Performance Standards and Workforce Accountability Task Force (December 2007) can be found at: http://www.commcorp.org/publications/category.cfm?ID=40

Not all performance measures, however, are applicable to all workforce programs and, further, that not all programs collect data in all of the relevant categories of performance measures. Many programs collect at least some data on employment outcomes or education/ skills gains, but few collect data in all categories. The report has been prepared using the best available information from existing reports and data collection systems.

Statewide programs have legislative requirements and mandates to provide specific services or to serve specific populations. Programs also have federally or state-mandated performance goals or standards. As a result, it is likely that programs have adopted different definitions and procedures for collecting and reporting performance and participant data. These procedures are highlighted in the reports as best as possible, next to the actual performance data, with an explanation of the methodology for calculating the performance. Therefore, readers are cautioned not to compare performance results or costs per participant across programs without ensuring that they fully understand the differences in services and populations served.

American Recovery and Reinvestment Act (ARRA) Funding

On February 17, 2009, the American Recovery and Reinvestment Act of 2009 (ARRA) was signed into law by the President. This $787 billion Recovery plan includes federal tax cuts and incentives, an expansion of unemployment benefits, support for infrastructure modernization projects, and funding for a wide variety of programs including education and workforce development. The Recovery Act is intended both to create and save jobs as well as to spur economic activity and invest in long-term economic growth.

Some of the programs listed in this report received ARRA appropriations in addition to their federal formula allocations. The ARRA funds have been listed separately within the funding section for their corresponding workforce programs.

Structure of the Report

The report is divided into two major categories:

- A statewide summary and overview of 19 major workforce development programs, with key highlights of participation, funding and performance results (see pages 3-8);

- Individual FY2009 annual performance reports for each statewide program, including the following information whenever possible (starting at page 9):

  Description of the program;
  Summary of participation and funding levels (state, federal and/or ARRA funds);
  Program results and outcomes, especially in the four core performance areas;
  Participant demographics and characteristics; and
  Types of program activities and services.

Future Steps

The MWIB Performance Sub-Committee will continue to review the issue of developing common measures and improved data reporting systems in the four categories of core performance measures across all workforce programs and will make recommendations on systems and methods to facilitate such reports. The MWIB Performance Subcommittee will also make recommendations on other workforce development programs to be included in future editions of this report.

For further information on how the reports were compiled, please contact Gene White, Senior Research Analyst, Commonwealth Corporation by phone (617) 727- 8158 or email gwhite@commcorp.org.

II. ANNUAL PERFORMANCE SUMMARY OF FY2010 STATEWIDE PROGRAMS

Annual Performance Summary of Massachusetts Workforce Development Programs

FUNDING YEAR: STATE FY2010		DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES: ONE-STOP CAREER CENTERS (OSCCs)									
		Employment Services /Labor Exchange		**WIA Title I Low-Income Adults**		**WIA Title I Dislocated Workers**		**WIA National Emergency Grants**		**Trade Adjustment Assistance**	
PARTICIPATION & FUNDING		**FY2010**		**FY2010**		**FY2010**		**FY2010**		**FY2010**	
Number Served		211,761		4,475		9,184		2,359		2,892	
Federal Formula Funding		$11,461,119		$14,903,106		$12,181,898		$6,076,168		$10,025,172	
ARRA Funding (Federal)		$6,419,037		$8,562,618		$12,734,068		--		--	
State Funding		$4,994,467		--		--		--		--	
Total Funding		$22,874,623		$23,465,724		$24,915,966		$6,076,168		$10,025,172	
Cost per Participant Served		$108 (core svcs)		$5,244		$2,713		$2,575		$3,467	
PERFORMANCE MEASURES											
Employment & Earnings		**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**
Entered Employment Rate		50%	44%	72%	75%	75%	79%	75%	72%	65%	68%
Entered Employments (Count)		na	76,269	na	1,127	na	2,411	na	191	na	567
Employment Retention (thru Post-Pgm Q3)		77%	71%	81%	77%	90%	85%	90%	84%	87%	83%
Average Earnings (in Post-Pgm Q2 +Q3)		$16,400	$15,334	$9,750	$10,760	$16,000	$16,653	$16,000	$15,289	$13,319	$15,540
Hourly Wage at Placement	Average	na	$16.17	na	$12.12	na	$17.74	na	$22.40	na	$14.82
	Median	na	*$12.54*	na	*$11.00*	na	*$14.42*	na	*$16.50*	na	*$12.00*
Pre-Program Hourly Wage	Average	na	$16.97	na	$11.68	na	$19.36	na	$22.22	na	$16.95
	Median	na	*$13.44*	na	*$10.00*	na	*$16.39*	na	*$17.85*	na	*$14.65*
Skill Building Outcomes		**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**
Attained Skills Certificate/Credential		na	na	71%	88%	76%	91%	76%	82%	na	93%
Other Results/Impacts		**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**
Customer Satisfaction Index Score		75.0*	76.0*	82.0	81.0	82.0	81.0	na	na	na	Na
Employers Recommend to Others		na	92%	na	na	na	na	na	na	na	na

* Customer satisfaction surveys of employers served.

General Note: Differences in program goals, as well as reporting definitions and methods, require caution in comparing outcomes across programs.

Annual Performance Summary of Massachusetts Workforce Development Programs (cont'd)

FUNDING YEAR: STATE FY2010	DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES: WORKFORCE TRAINING FUND (WTF) PROGRAMS									
	General Program		**Express Program***		**Hiring Incentive Training Grant Program**					
PARTICIPATION & FUNDING	**FY2010**		**FY2010**		**FY2010**					
Number of Grants to Employers	51		0		25					
Number of Employees to be Trained	5,031		--		58					
Federal Funding	--		--		--					
State Funding	$3,571,400		--		$95,999					
Total Public Funding	$3,571,400		--		$95,999					
Cost per Trainee Served	$710		--		$1,655					
Private Sector Match	$7,000,000		--		$95,999					
PERFORMANCE MEASURES *Employment & Earnings*	**Goal**	**Actual**	**Goal**	**FY2009 Actual**	**Goal**	**FY2009 Actual**				
Percent of Employers with New Hires	na	48%	na	--	na	100%				
Percent of Employers with Promotions	na	55%	na	--	na	--				
Percent of Employers Providing Raises	na	44%	na	15%	na	na				
Skill Building Outcomes	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
Attained Skills Certificate/Credential	na	na	na	na	na	na				
Other Results/Impacts	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
Recommend WTF to Other Employers	na	89%	na	93%	na	93%				
Increased Company Productivity	na	94%	na	81%	na	80%				

* Due to budget uncertainties, the Express program was on hold during FY2010. Program application process was resumed in September of 2010.

General Note: Differences in program goals, as well as reporting definitions and methods, require caution in comparing outcomes across programs.

Annual Performance Summary of Massachusetts Workforce Development Programs (cont'd)

FUNDING YEAR: STATE FY2010		COMMONWEALTH CORPORATION									
		Extended Care Career Ladder Initiative (ECCLI)		Workforce Competitiveness Trust Fund (WCTF): Round 1*		WIA Title I Low-Income Youth		ARRA/WIA Summer Youth Employment Program		YouthWorks: State Summer Jobs Program	
PARTICIPATION & FUNDING		**FY2010**		**FY2010**		**FY2010**		**Summer 2009**		**Summer 2009**	
Number Served		1,389		4,102		3,689		6,807		4,224	
Federal Funding		--		--		$16,421,929		--		--	
ARRA Funding (Federal)		--		--		$5,072,332		$16,040,000		--	
State Funding		$1,141,799		$6,840,000		--		--		$6,675,000	
Total Funding		$1,141,799		$6,840,000		$21,493,261		$16,040,000		$6,675,000	
Cost per Participant Served (Public $)		$822		$1,670		$5,505		$2,350		$1,580	
Private Sector Match		$1,061,648		$9,500,000		na		na		$3,800,000	
PERFORMANCE MEASURES *Employment & Earnings*		**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**
Entered Employments (Rate or Count)		na	na	724	641	76%	76%	6,500	6,807	3,470	4,224
Employment Retention (thru Post-Pgm Q3)		na	na	na	na	80%	82%	na	na	na	na
Retention at Job/Education-Younger Youth		na	na	na	na	69%	68%**	na	na	na	na
Hourly Wage at Placement	Average	na	na	na	$12.75	na	$9.62	na	$8.15	na	$8.03
	Median	na	na	na	*$12.00*	na	*$8.80*	na	*$8.00*	na	*$8.00*
Employment Upgrades		390	365	1,357	1,016	na	na	na	na	na	na
Average Earnings Gain		na	$0.75/hr	na	$1.45/hr	$3,800	$4,785	na	na	na	na
Hourly Wage at Program Completion		na	$13.20	na	$18.25	na	$8.87**	na	na	na	na
Skill Building Outcomes		**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**
Attained Skills Certificate/Credential		na	na	2,102	2,975	54%	63%	80%	85%	na	na
Diploma Attainment Rate - Younger Youth		na	na	na	na	63%	69%**	na	na	na	na
Other Results/Impacts		**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**
Customer Satisfaction Score		na	na	na	na	82.0	84.0	na	na	na	na

* Cumulative performance for Round 1 projects beginning in June 2007 and ending no later than May 31, 2010.

** Performance measures for WIA Title I youth are for younger youth (14-18 years old); other measures listed include performance for older youth (19-21 years old.)

General Note: Differences in program goals, as well as reporting definitions and methods, require caution in comparing outcomes across programs.

Annual Performance Summary of Massachusetts Workforce Development Programs (cont'd)

FUNDING YEAR: STATE FY2010	EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES: EMPLOYMENT RELATED PROGRAMS									
	Dept of Transitional Assistance: Employment Services Program		**Massachusetts Rehabilitation Commission: Vocational Rehabilitation Services**		**Massachusetts Commission for the Blind: Vocational Rehabilitation for the Blind**					
PARTICIPATION & FUNDING	**FY2010**		**FY2010**		**FY2010**					
Number Served	80,220*		20,678		1,639					
Federal Funding	$950,000		$37,200,642		$7,149,175					
Federal SSA Reimbursement	na		$1,869,061		na					
State Funding	$20,979,163		$10,207,592		$3,044,221					
Total Funding	$21,929,163		$49,277,295		$10,193,396					
Cost per Participant Served	na		$2,383		$6,220					
PERFORMANCE MEASURES *Employment & Earnings*	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
Entered Employments (Count)**	9,996	8,800	3,203	3,022	110	139				
Employed at 90 Days	8,304	8,648	3,203	3,022	110	139				
Average Hourly Wage	$10.00	$10.07	$12.24	$12.28	$16.00	$22.01				
Employer Sponsored Health Insurance	na	na	29%	22%	57	64				
Skill Building Outcomes	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
Attained Skills Credential	na	na	na	na	na	na				
Other Results/Impacts	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
Overall Customer Satisfaction	na	na	na	86%	na	94%				

* Total TAFDC Adults during FY2010.
** DTA-ESP entered employments have been retained for 30 days; MRC/MCB Vocational Rehabilitation placements have been retained for 90 days.

General Note: Differences in program goals, as well as reporting definitions and methods, require caution in comparing outcomes across programs.

Annual Performance Summary of Massachusetts Workforce Development Programs (cont'd)

FUNDING YEAR: STATE FY2010	DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION									
	Adult & Community Learning Services: Adult Basic Education/ESOL		**Connecting Activities**							
PARTICIPATION & FUNDING	**FY2010**		**FY2010**							
Number Served	20,372		11,033							
Federal Funding	$8,330,989		--							
State Funding	$23,710,206		$2,000,000							
Total Funding	$32,041,195		$2,000,000							
Cost per Participant Served (Public $)	$1,573		$181							
Employer Internship Wages	na		$14,800,000							
PERFORMANCE MEASURES										
Employment & Earnings	**Goal**	**Actual**	**Goal**	**Actual**						
Entered Employments (Rate or Count)	35%	19%	7,452	11,033*						
Employment Retention (thru 3 Qtrs)	30%	47%	na	na						
Earnings/Wages	na	na	na	na						
Skill Building Outcomes	**Goal**	**Actual**	**Goal**	**Actual**						
Improved ABE Skills	28%	28%	na	na						
Improved ESOL Skills	46%	47%	na	na						
Attained HS Diploma/GED	68%	74%	na	na						
Entered Post-Secondary Education	45%	57%	na	na						
Other Results/Impacts	**Goal**	**Actual**	**Goal**	**Actual**						
Participating Employers	na	na	3,555	3,876						

* Number of placements in brokered internships.

General Note: Differences in program goals, as well as reporting definitions and methods, require caution in comparing outcomes across programs.

Annual Performance Summary of Massachusetts Workforce Development Programs (cont'd)

FUNDING YEAR: STATE FY2010	DEPARTMENT OF HIGHER EDUCATION									
	Community Colleges		**State Colleges**		**University of Massachusetts**					
PARTICIPATION & FUNDING	**FY2010**		**FY2010**		**FY2010**					
Fall Enrollment Headcount	98,067		50,751		65,923					
Federal Funding	--		--		--					
ARRA Funding	$56.2 million		$51.2 million		$122.9 million					
State Appropriation	$188.2 million		$171.4 million		$380.0 million					
Total ARRA/State Funding	$244.4 million		$222.6 million		$502.9 million					
PERFORMANCE MEASURES										
Employment & Earnings	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
Entered Employments*	--	--	--	--	--	--				
Employment Retention*	--	--	--	--	--	--				
Post-Graduation Earnings*	--	--	--	--	--	--				
Skill Building Outcomes	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
Certificates & Degrees Awarded	na	12,027	na	9,925	na	13,956				
First-Year Retention (at same school)**	na	60%	na	76%	na	82%				
Six-Year Graduation Rate**	na	na	na	51%	na	58%				
Nursing Exam Pass Rate**	85%	87%	na	na	na	92%				
MTEL Teacher Exam Pass Rate**	na	na	80%	99%	na	na				
Other Results/Impacts	**Goal**	**Actual**	**Goal**	**Actual**	**Goal**	**Actual**				
NA	--	--	--	--	--	--				

* Data on employment and earnings of graduates not currently collected by DHE.
** Data for these measures are from the 2009 Performance Reports.

General Note: Differences in program goals, as well as reporting definitions and methods, require caution in comparing outcomes across programs.

III. ANNUAL PERFORMANCE REPORTS FOR FY2010 STATEWIDE PROGRAMS

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

ONE-STOP CAREER CENTERS (WIA TITLE III WAGNER-PEYSER EMPLOYMENT SERVICE)

State Agency Responsible for Administration and Funding:

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program

The Division of Career Services (DCS) of the Massachusetts Department of Workforce Development (DWD) manages state and federal funds to provide quality employment services through One-Stop Career Centers (OSCCs) to jobseekers and employers. The statewide network of 37 One-Stop Career Centers provide job seekers with career guidance and referral to jobs and training, and assist employers in finding qualified workers. The One-Stop Career Centers are administered by local Workforce Investment Boards to ensure that each center is meeting the needs of the community, in addition to providing a standard level of basic services.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Sources***
Number of Participants in FY2010	211,761	Federal: USDOL Wagner-Peyser, WIA Title III State: General Appropriation Line Item
Funding Level in FY2010	$22,874,623	Federal Formula Funds: $11,461,119
Cost per Participant (Core Svcs Only)	$108	ARRA Funds:$6,419,037 State Funds: $4,994,467

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***	
Entered Employment Rate*	Goal	Actual	Employed in 1st Quarter after Program**	76,269
	50%	44%	Number Completed or Left Program	171,983
Employment Retention Rate*	Goal	Actual	Employed thru 3rd Quarter after Program**	67,077
	77%	71%	Number Employed after Program	94,903
Average Earnings (2 Qtrs)*	Goal	Actual	Average Earnings in the 2nd and 3rd Quarters for those with UI Wage Record Earnings in all 3 Quarters after Program	
	$16,400	$15,334		
Hourly Wage at Placement	Average	Median	Hourly Wage Reported by Employer/Participant	
	$16.17	$12.54		
Pre-Program Hourly Wage	Average	Median	Pre-Program Hourly Wage Reported by Participant	
	$16.97	$13.44		

* Federal USDOL Performance Measure ** Based on UI wage record matching or case management follow-up data.

Annual performance goals are negotiated with the U.S. Department of Labor as part of the annual planning process and consideration is given to general economic conditions, past performance, and incentives for productivity/continuous improvement. In FY2010, Massachusetts met the state goals for employment retention (92% of goal) and average earnings (94% of goal), but did not meet the negotiated goal for entered employment rate (89% of goal), as the USDOL's minimum standard for meeting goals is the attainment of at least 90% of the negotiated state goal.

ANNUAL PERFORMANCE REPORT

ONE-STOP CAREER CENTERS (WIA TITLE III WAGNER-PEYSER EMPLOYMENT SERVICE)

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 211,761)

Gender	*Count*	*Pct.*
Female	95,380	45%
Male	116,381	55%
Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	31,274	15%
Asian/Pacific Islander	7,819	4%
African American	27,337	13%
White	137,491	65%
Other/More than One	7,840	4%
Age	*Count*	*Pct.*
Under 22 Years Old	32,745	16%
22 – 34 Years Old	55,275	26%
35 – 44 Years Old	41,775	20%
45 – 54 Years Old	47,512	22%
55 Years & Older	34,454	16%

Other Barriers	*Count*	*Pct.*
Person with Disabilities	13,121	6%
Unemployed	199,255	93%
UI Claimant	109,164	55%
Cash Welfare Recipient	9,480	5%
Low-Income/Disadvantaged	53,372	25%
Primary Language Not English	18,851	9%
Education	*Count*	*Pct.*
High School Student	12,681	6%
High School Dropout	18,981	9%
HS Graduate/GED	71,416	34%
Some Post-Secondary	26,786	13%
Associate's Degree	18,543	9%
Bachelor's Degree	42,542	20%
No Info (10% of total)	20,812	na

PROGRAM ACTIVITIES AND SERVICES

Type of Activity (non-add)	*Count*	*Pct.*
Total Participants	211,761	100%
Assessment and Testing	77,758	37%
Counseling and Career Guidance	109,324	52%
Job Development	29,323	14%
Job Search Activities	144,049	68%
Referrals to Employment	30,162	14%
Resource Room	82,887	39%
Workshops	150,747	71%
Training & Education (new FY2010 enrollments)	17,781	8%

ANNUAL PERFORMANCE REPORT

ONE-STOP CAREER CENTERS (WIA TITLE III WAGNER-PEYSER EMPLOYMENT SERVICE)

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

EMPLOYERS SERVED THROUGH OSCCS: PROGRAM ACTIVITIES AND SERVICES

Type of Activity (non-add)	*Count*	*Pct.*
Total Employers	12,737	100%
Employers Listing Job Orders	5,798	46%
Labor Exchange Services (e.g., recruitments)	6,540	51%
General Employer Services (e.g., site visits)	9,301	73%
Business Information Services (e.g., LMI)	4,216	33%
Financial Incentive Services (e.g., tax credits)	2,700	21%
Workforce Development Services (e.g., HR asst.)	2,714	21%

EMPLOYERS BY TYPE OF INDUSTRY & COMPARED TO MASS. SECTORS IN CY2009

Industry Sector (NAICS Code)	*OSCC Count*	*OSCC Pct.*	*Mass. Count**	*Mass. Pct.*
Total Employers Served	12,737	100%	213,962	100%
Natural Resources (11,21)	207	1.6%	1,025	0.5%
Construction (23)	731	5.7%	20,013	9.4%
Manufacturing (31-33)	1,822	14.3%	7,543	3.5%
Wholesale/Retail Trade (42,44-45)	1,963	15.4%	38,660	18.1%
Transportation/Utilities (48,49,22)	466	3.7%	4,659	2.2%
Information (51)	361	2.8%	4,224	2.0%
Financial Activities (52,53)	843	6.6%	16,376	7.7%
Professional/Technical (54)	992	7.8%	28,020	13.1%
Business Services (55,56)	893	7.0%	12,535	5.9%
Educational Services (61)	503	3.9%	3,572	1.7%
Health Care (62)	1,534	12.0%	16,515	7.7%
Leisure/Hospitality (71,72)	1,199	9.4%	18,851	8.8%
Other Services (81)	661	5.2%	38,472	18.0%
Public Administration (92)	392	3.1%	3,497	1.6%
Not Classified (1% of Total)	170	na	na	na

*Quarterly Census of Employment & Wages, Annual 2009 (ES-202)

EMPLOYER CUSTOMER SATISFACTION SURVEYS (*Based on 654 responses*)

Customer Satisfaction Score	Goal	Actual	American Customer Satisfaction Index (scale 0-100)
	75.0	76.0	

Scale 10-1; 10=strongly agree; 1=strongly disagree	*Average Score*
Overall Satisfaction with Services	8.0
Services Exceeded Expectations	8.0
Staff are professional and helpful	9.3
Staff understood business and specific requests	9.0
Recommend OSCC to other employers (yes/no)	92%

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

WORKFORCE INVESTMENT ACT (WIA/ARRA) TITLE I LOW-INCOME ADULTS

State Agency Responsible for Administration and Funding:

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program

Title I of the Workforce Investment Act authorizes employment and training activities for low-income adults, provided through the One-Stop Career Centers. Local grants are distributed by federal formula and are administered by local Workforce Investment Boards and Title I Fiscal Agents in sixteen workforce areas.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Source***
Number of Participants in FY2010	4,475	Federal: USDOL Workforce Investment Act Title I
Funding Level in FY2010	$23,465,724	Formula Funding: $14,903,106
Cost per Participant	$5,244	ARRA Funding: $8,562,618

PROGRAM RESULTS AND OUTCOMES (*Federal USDOL Performance Measure)

Performance Measures (FY2010)			***Data for Calculation of Measure***	
Entered Employment Rate*	Goal	Actual	Employed in 1st Quarter after Program**	1,127
	72%	75%	Number Completed or Left Program	1,507
Employment Retention Rate*	Goal	Actual	Employed thru 3rd Quarter after Program**	1,074
	81%	77%	Number Employed after Program	1,394
Average Earnings (2 Qtrs)*	Goal	Actual	Average Earnings in the 2nd and 3rd Quarters for those with UI Wage Record Earnings in all 3 Quarters after Program	
	$9,750	$10,760		
Attained Credential Rate	Goal	Actual	Attained Recognized Skills Credential	1,036
	71%	88%	Number Completed or Left Training	1,183
Hourly Wage at Placement	Average	Median	Hourly Wage Reported by Employer/Participant	
	$12.12	$11.00		
Pre-Program Hourly Wage	Average	Median	Pre-Program Hourly Wage Reported by Participant	
	$11.68	$10.00		

* Federal USDOL Performance Measure ** Based on UI wage record matching or case management follow-up data.

Annual performance goals for the state are negotiated with the U.S. Department of Labor as part of the annual planning process and consideration is given to general economic conditions, past performance, and incentives for productivity/continuous improvement. In FY2010, Massachusetts exceeded negotiated state goals for the entered employment rate (104% of goal) and average earnings (110% of goal) and met the negotiated state goal for retention rate (95% of goal). USDOL considers that a goal is exceeded if performance is 100% or greater of the negotiated state goal and that a goal is met if performance is at least 90% of the negotiated state goal.

ANNUAL PERFORMANCE REPORT

WORKFORCE INVESTMENT ACT (WIA/ARRA) TITLE I LOW-INCOME ADULTS

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 4,475)

Gender	*Count*	*Pct.*
Female	3,130	70%
Male	1,345	30%
Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	908	20%
Asian/Pacific Islander	218	5%
African American	714	16%
White	2,363	53%
Other/More than One	272	6%
Age	*Count*	*Pct.*
18 – 21 Years Old	734	16%
22 – 34 Years Old	1,733	39%
35 – 44 Years Old	1,008	23%
45 – 54 Years Old	741	17%
55 Years & Older	259	6%

Other Barriers	*Count*	*Pct.*
Person with Disabilities	236	5%
Unemployed	3,970	89%
Cash Welfare Recipient	1,253	28%
Single Parent	1,912	43%
Basic Skills Deficient	2,077	46%
Primary Language Not English	799	18%
Education	*Count*	*Pct.*
High School Student	41	1%
High School Dropout	592	13%
HS Graduate/GED	2,307	52%
Some Post-Secondary	797	18%
Associate's Degree	325	7%
Bachelor's Degree	371	8%
No Info (1% of total)	42	na

PROGRAM ACTIVITIES AND SERVICES

Type of Activity	*Count*	*Pct.*
Total Participants	4,475	100%
Core Job Search Services (without Training)	950	21%
Training Enrollments (also receive core services)	3,525	79%
Breakout of Training Types (non-add)		
- Basic Education	160	5%
- ESOL	206	6%
- Occupational Skills	3,284	93%

PARTICIPANT CUSTOMER SATISFACTION SURVEYS

Customer Satisfaction Score	Goal	Actual	American Customer Satisfaction Index (scale 0-100)
	82.0	81.0	

Scale 10-1; 10=strongly agree; 1=strongly disagree	*Average Score*
Overall Satisfaction with Services	8.4
Services Exceeded Expectations	8.4
Activities Close to Ideal Services	8.0
Staff are professional and helpful	9.0
Teachers/trainers are helpful and supportive	8.9
Good content and quality of workshops & training	8.7

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

WORKFORCE INVESTMENT ACT (WIA/ARRA) TITLE I DISLOCATED WORKERS

State Agency Responsible for Administration and Funding:

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program:

Title I of the Workforce Investment Act authorizes employment and training activities for dislocated workers, provided through the One-Stop Career Centers. Local grants are distributed by federal formula and are administered by local Workforce Investment Boards and Title I Fiscal Agents in sixteen workforce areas.

PARTICIPATION AND FUNDING LEVELS

Participants and Funding Levels		***Primary Funding Source***
Number of Participants in FY2010	9,184	Federal: USDOL Workforce Investment Act Title I
Funding Level in FY2010	$24,915,966	Formula Funding: $12,181,898
Cost per Participant	$2,713	ARRA Funding: $12,734,068

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***	
Entered Employment Rate*	Goal	Actual	Employed in 1st Quarter after Program**	2,411
	75%	79%	Number Completed or Left Program	3,051
Employment Retention Rate*	Goal	Actual	Employed thru 3rd Quarter after Program**	2,168
	90%	85%	Number Employed after Program	2,559
Average Earnings (2 Qtrs)*	Goal	Actual	Average Earnings in the 2nd and 3rd Quarters for those with UI Wage Record Earnings in all 3 Quarters after Program	
	$16,000	$16,653		
Attained Credential Rate	Goal	Actual	Attained Recognized Skills Credential	1,858
	76%	91%	Number Completed or Left Training	1,694
Hourly Wage at Placement	Average	Median	Hourly Wage Reported by Employer/Participant [92% wage replacement rate of pre-program wage]	
	$17.74	$14.42		
Pre-Program Hourly Wage	Average	Median	Pre-Program Hourly Wage Reported by Participant	
	$19.36	$16.39		

* Federal USDOL Performance Measure ** Based on UI wage record matching or case management follow-up data.

Annual performance goals for the state are negotiated with the U.S. Department of Labor as part of the annual planning process and consideration is given to general economic conditions, past performance, and incentives for productivity/continuous improvement. In FY2010, Massachusetts exceeded negotiated state goals for the entered employment rate (105% of goal) and average earnings (104% of goal) and met the negotiated state goal for retention rate (94% of goal). USDOL considers that a goal is exceeded if performance is 100% or greater of the negotiated state goal and that a goal is met if performance is at least 90% of the negotiated state goal.

ANNUAL PERFORMANCE REPORT

WORKFORCE INVESTMENT ACT (WIA/ARRA) TITLE I DISLOCATED WORKERS

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 9,184)

Gender	*Count*	*Pct.*
Female	4,651	51%
Male	4,533	49%
Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	750	8%
Asian/Pacific Islander	651	7%
African American	611	7%
White	6,814	74%
Other/More than One	358	4%
Age	*Count*	*Pct.*
18 – 21 Years Old	196	2%
22 – 34 Years Old	1,338	15%
35 – 44 Years Old	2,414	26%
45 – 54 Years Old	3,461	38%
55 Years & Older	1,775	19%

Other Barriers	*Count*	*Pct.*
Person with Disabilities	198	2%
Unemployed	8,874	97%
UI Claimant	7,065	77%
Single Parent	996	11%
Basic Skills Deficient	2,973	33%
Primary Language Not English	1,444	16%
Education	*Count*	*Pct.*
High School Student	30	0%
High School Dropout	1,105	12%
HS Graduate/GED	3,521	38%
Some Post-Secondary	1,451	16%
Associate's Degree	1,124	12%
Bachelor's Degree	1,935	21%
No Info (0.2% of total)	18	na

PROGRAM ACTIVITIES AND SERVICES

Type of Activity	*Count*	*Pct.*
Total Participants	9,184	100%
Core Job Search Services (without Training)	2,274	25%
Training Enrollments (also receive core services)	6,910	75%
Breakout of Training Types (non-add)		
- Basic Education	686	9%
- ESOL	675	10%
- Occupational Skills	6,260	91%

PARTICIPANT CUSTOMER SATISFACTION SURVEYS

Customer Satisfaction Score	Goal	Actual	American Customer Satisfaction Index (scale 0-100)
	82.0	81.0	

Scale 10-1; 10=strongly agree; 1=strongly disagree	*Average Score*
Overall Satisfaction with Services	8.4
Services Exceeded Expectations	8.4
Activities Close to Ideal Services	8.0
Staff are professional and helpful	9.0
Teachers/trainers are helpful and supportive	8.9
Good content and quality of workshops & training	8.7

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

WORKFORCE INVESTMENT ACT (WIA) TITLE I NATIONAL EMERGENCY GRANTS (NEGs)

State Agency Responsible for Administration and Funding:

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program:

USDOL provides WIA Title I discretionary grants on a competitive application basis for local services to dislocated workers affected by mass layoffs and plant closings. DCS, in conjunction with the affected company, the affected workforce, the local Workforce Investment Board and the Title I Fiscal Agent, develops applications for NEGs. NEG grants typically last 24 months or more and provide a range of reemployment services customized for the impacted workers.

PARTICIPATION AND FUNDING LEVELS

Participants and Funding Levels		***Primary Funding Source***
Number of Participants in FY2010	2,359	Federal: USDOL Workforce Investment Act
Funding Level in FY2010	$6,076,168	National Emergency Grants: $4,110,034
Cost per Participant	$2,575	Rapid Response Set-Aside: $1,966,134

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***	
Entered Employment Rate*	Goal	Actual	Employed in 1st Quarter after Program**	191
	75%	72%	Number Completed or Left Program	265
Employment Retention Rate*	Goal	Actual	Employed thru 3rd Quarter after Program**	251
	90%	84%	Number Employed after Program	300
Average Earnings (2 Qtrs)*	Goal	Actual	Average Earnings in the 2nd and 3rd Quarters for those with UI Wage Record Earnings in all 3 Quarters after Program	
	$16,000	$15,289		
Attained Credential Rate	Goal	Actual	Attained Recognized Skills Credential	116
	76%	82%	Number Completed or Left Training	142
Hourly Wage at Placement	Average	Median	Hourly Wage Reported by Employer/Participant [101% wage replacement rate of pre-program wage]	
	$22.40	$16.50		
Pre-Program Hourly Wage	Average	Median	Pre-Program Hourly Wage Reported by Participant	
	$22.22	$17.85		

* Federal USDOL Performance Measure ** Based on UI wage record matching or case management follow-up data.

Performance goals for each NEG are negotiated with the U.S. Department of Labor as part of the application and contracting process, with reference to the statewide goals for the WIA Dislocated Worker formula program. The duration of NEG contracts includes more than one program year; for this report, project-to-date NEG performance through the end of FY2010 has been compared to FY2010 Dislocated Worker goals. In FY2010, Massachusetts met the state goals for the entered employment rate (94% of goal), retention rate (93% of goal) and average earnings (96% of goal).

ANNUAL PERFORMANCE REPORT

WORKFORCE INVESTMENT ACT (WIA) TITLE I NATIONAL EMERGENCY GRANTS

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 2,359)

Gender	*Count*	*Pct.*
Female	1,181	50%
Male	1,178	50%
Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	355	15%
Asian/Pacific Islander	235	10%
African American	120	5%
White	1,538	65%
Other/More than One	111	5%
Age	*Count*	*Pct.*
18 – 21 Years Old	29	1%
22 – 34 Years Old	293	12%
35 – 44 Years Old	574	24%
45 – 54 Years Old	982	42%
55 Years & Older	481	20%

Other Barriers	*Count*	*Pct.*
Person with Disabilities	19	1%
Unemployed	2,322	98%
UI Claimant	1,812	77%
Single Parent	221	9%
Basic Skills Deficient	543	23%
Primary Language Not English	794	34%
Education	*Count*	*Pct.*
High School Student	10	0%
High School Dropout	612	26%
HS Graduate/GED	722	31%
Some Post-Secondary	239	10%
Associate's Degree	222	9%
Bachelor's Degree	551	23%
No Info (0.1% of total)	3	na

PROGRAM ACTIVITIES AND SERVICES

Type of Activity	*Count*	*Pct.*
Total Participants	2,359	100%
Core Job Search Services (without Training)	778	33%
Training Enrollments (also receive core services)	1,581	67%
Breakout of Training Types (non-add)		
- Basic Education	140	9%
- ESOL	326	21%
- Occupational Skills	1,306	83%

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

TRADE ADJUSTMENT ASSISTANCE (TAA)

State Agency Responsible for Administration and Funding:

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program

The Trade Adjustment Assistance (TAA) Act includes provisions for USDOL to make training adjustment assistance funds available to workers laid off from firms certified by USDOL as experiencing declines in production due to competition of imports or due to U.S. firms shifting production to non-U.S. locations. TAA training and other resources are accessed by impacted workers through One-Stop Career Centers.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Source***
Number of Participants in FY2010	2,892	Federal: Trade Adjustment Assistance
Funding Level in FY2010	$10,025,172	U.S. Department of Labor
Cost per Participant	$3,467	

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***	
Entered Employment Rate*	Natl Goal	Actual	Employed in 1st Quarter after Program**	567
	64.9%	68%	Number Completed or Left Program	834
Employment Retention Rate*	Natl Goal	Actual	Employed thru 3rd Quarter after Program**	247
	87.3%	83%	Number Employed after Program	296
Average Earnings (2 Qtrs)*	Natl Goal	Actual	Average Earnings in the 2nd and 3rd Quarters for those with UI Wage Record Earnings in all 3 Quarters after Program	
	$13,319	$15,540		
Completed Training	Goal	Actual	Completed Training Successfully	1,969
	na	93%	Number Completed or Left Training	2,108
Hourly Wage at Placement	Average	Median	Hourly Wage Reported by Employer/Participant [87% wage replacement rate of pre-program wage]	
	$14.82	$12.00		
Pre-Program Hourly Wage	Average	Median	Pre-Program Hourly Wage Reported by Participant	
	$16.95	$14.65		

* Federal USDOL Performance Measure ** Based on UI wage record matching or case management follow-up data.

The U.S. Department of Labor has established national performance goals for the Trade Adjustment Assistance program, with consideration given to general economic conditions, past performance, and incentives for productivity/continuous improvement. USDOL does not negotiate state level goals. In FY2010, Massachusetts exceeded the national goal for the entered employment rate (105% of goal), met the retention rate (95% of goal) and exceeded the average earnings (117% of goal).

ANNUAL PERFORMANCE REPORT

TRADE ADJUSTMENT ASSISTANCE (TAA)

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 2,892)

Gender	*Count*	*Pct.*
Female	1,306	45%
Male	1,586	55%
Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	358	12%
Asian/Pacific Islander	239	8%
African American	119	4%
White	2,036	70%
Other/More than One	140	5%
Age	*Count*	*Pct.*
Under 22 Years Old	34	1%
22 – 34 Years Old	302	10%
35 – 44 Years Old	672	23%
45 – 54 Years Old	1,176	41%
55 Years & Older	708	24%

Other Barriers	*Count*	*Pct.*
Person with Disabilities	33	1%
Unemployed	2,827	98%
UI Claimant	2,366	82%
Single Parent	237	8%
Basic Skills Deficient	1,395	48%
Primary Language Not English	1,010	35%
Education	*Count*	*Pct.*
High School Student	16	1%
High School Dropout	872	30%
HS Graduate/GED	1,199	41%
Some Post-Secondary	263	9%
Associate's Degree	225	8%
Bachelor's Degree	312	11%
No Info (0.2% of total)	5	na

PROGRAM ACTIVITIES AND SERVICES

Type of Activity	*Count*	*Pct.*
Total Participants	2,892	100%
Job Search & Other Services (without Training)	434	15%
Training Enrollments (also receive core services)	2,458	85%
Breakout of Training Types (non-add)		
- Basic Education	690	28%
- ESOL	712	29%
- Occupational Skills	1,952	79%

ANNUAL PERFORMANCE REPORT

Workforce Development Program Name

WORKFORCE TRAINING FUND: GENERAL PROGRAM

State Agency Responsible for Administration and Funding

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program

The Division of Career Services (DCS) of the Department of Workforce Development (DWD) administers the Workforce Training Fund (WTF). WTF is financed through employer contributions of $8.40 per employee as part of their overall annual unemployment insurance contribution. In addition to the General Program, WTF includes the Express Program and the Hiring Incentive Training Grant Program.

The **Workforce Training Fund's (WTF) General Program** provides one-to-one matching grants to large and small businesses, labor and business organizations in Massachusetts to pay for training to upgrade the skills of their workforce. Since the first round of grants in March 1999, through FY2010, the fund has awarded $177 million to 2,508 Massachusetts companies to train 249,443 Massachusetts workers.

PARTICIPATION AND FUNDING FOR WTF GENERAL PROGRAM

Participants and Funding Levels	
Dollars Awarded in FY2010	$3,571,400
Number of General Program Grants	51
Number of Employees to be Trained	5,031
Cost per Trainee (state funds only)	$710
Average Size of FY2010 Grant	$70,027
Average Number of Trainees per Grant	99

Primary Funding Sources

State Line Item 7003-0701: $21,000,000 (total)

FY2010 Awards: $3,571,400*
Private Sector Match: $7 million**

*Budget uncertainties in the first half of FY2010 resulted in a reduced level of new grant awards.
**Employers must provide at least 100% match.

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)	***Actual***	***Data for Calculation of Measure***
Increased Company's Productivity	94%	93.6% of employers reported (in their end-of-grant reports) improved productivity as a result of training grant.
Increased Competitiveness	92%	92% of employers reported improved competitiveness as a result of training grant.
Employers Providing Raises	44%	44% of employers reported pay increases granted to employees as a direct result of training.
Employers Providing Promotions	55%	55% of employers reported promotions granted to 866 employees as a direct result of training.
Employers with New Hires	48%	47.6% of employers reported new hires totaling 319 as a direct result of training.
Employers Preventing Layoffs	35%	35% of employers reported layoffs prevented 392 layoffs as a direct result of training.
Recommend to Other Employers	89%	89% of employers reported that they would recommend the program to other employers. .

ANNUAL PERFORMANCE REPORT

WORKFORCE TRAINING FUND: GENERAL PROGRAM

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

CHARACTERISTICS OF WTF GENERAL PROGRAM GRANTS (TOTAL = 51)

Industry	*Pct of Grants*	*Sector Pct in MA**
Manufacturing & Construction	80%	14%
Professional and Business Services	3%	19%
Financial Activities	2%	8%
Trade and Transportation	3%	22%
Healthcare and Education	2%	9%
Other Services	10%	28%
Type of Worker	*Pct of Trainees*	*Occup. Pct in MA***
Managerial	16%	11%
Professional	19%	25%
Sales	5%	10%
Clerical	4%	17%
Services	6%	19%
Production	50%	18%
Region	*Pct of Grants*	*Region's Pct in MA**
West	18%	13%
Central	8%	10%
Northeast	18%	14%
Greater Boston	33%	39%
Southeast	23%	24%

* Source: Quarterly Census of Employment and Wages, Annual 2009 (QCEW/ES-202)
** Source: Occupational Employment and Wage Statistics, May 2009 Survey (OES)

ANNUAL PERFORMANCE REPORT

Workforce Development Program Name

WORKFORCE TRAINING FUND: EXPRESS PROGRAM

State Agency Responsible for Administration and Funding

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program

The Division of Career Services (DCS) of the Massachusetts Department of Workforce Development (DWD) administers the Workforce Training Fund (WTF). The WTF's Express program provides grants on a one-to-one matching basis to small business (up to 50 employees) and labor organizations. The Express grants are accessed through an easy-to-complete online application and online training directory of pre-approved courses. The Express program features an open application period and quick turnaround. Maximum grant amount is $15,000. The program has awarded a cumulative total of $5.5 million to 1,382 companies to train 8,200 workers.

PARTICIPATION AND FUNDING FOR WTF EXPRESS PROGRAM

Participants and Funding Levels		***Primary Funding Sources***
Dollars Awarded in FY2010	$0	State Line Item 7003-0701: $21,000,000 (total)
Number of Express Program Awards	0	No new grant awards during FY2010.*
Number of Employees to be Trained	0	*Due to budget uncertainties, no grants were made during FY2010 in this category. The program resumed operation in FY2011 as of September 2010.
Cost per Trainee (state funds only)	na	
Average Size of FY2010 Grant	na	
Average Number of Trainees per Grant	na	

PROGRAM RESULTS AND OUTCOMES (Performance based on FY2009 reports.)

Performance Measures (FY2009)	***Actual***	***Data for Calculation of Measure***
Increased Company's Productivity	81%	81% of employers reported (in their end-of-grant summary) improved productivity as a result of training grant.
Increased Employee Morale	90%	90% of employers reported improved employee morale as a result of training grant.
Employers Providing Raises	15%	15% of employers reported pay increases granted to employees as a direct result of training.
Increased Employee Retention	73%	73% of employers reported that training increased their ability to retain employees.

ANNUAL PERFORMANCE REPORT

Workforce Development Program Name

WORKFORCE TRAINING FUND: HIRING INCENTIVE TRAINING GRANT PROGRAM

State Agency Responsible for Administration and Funding

DEPARTMENT OF WORKFORCE DEVELOPMENT, DIVISION OF CAREER SERVICES

Description of Program

The Division of Career Services (DCS) of the Massachusetts Department of Workforce Development (DWD) administers the Workforce Training Fund (WTF). The WTF's Hiring Incentive Training Grant Program (HITG) provides training grants of up to $2,000 per employee and up to a maximum of $30,000 a year per company. This program assists in paying training costs for newly hired employees who have been unemployed over one year and those that do not have a call back date from their last employer. Employers can use a training provider of their choice or may also use qualified employees of the company to conduct internal training of new hires. The program has awarded a cumulative total of $5.9 million to 2,043 companies for 3,387 workers.

PARTICIPATION AND FUNDING FOR WTF HIRING INCENTIVE TRAINING GRANTS (HITG)

Participants and Funding Levels		***Primary Funding Sources***
Dollars Awarded in FY2010	$95,999	State Line Item 7003-0701: $21,000,000 (total)
Number of HITG Awards	25	FY2010 Awards: $95,999* Private Sector Match: $95,999 million**
Number of Employees to be Trained	58	
Cost per Trainee (state funds only)	$1,655	* Due to budget uncertainties, HITG was on hold until re-start of application process in February 2010 resulting in a reduced number of awards.
Average Size of FY2010 Grant	$3,840	**Employers must provide one-to-one match.
Average Number of Trainees per Grant	2	

PROGRAM RESULTS AND OUTCOMES (Performance based on FY2009 reports.)

Performance Measures (FY2009)	***Actual***	***Data for Calculation of Measure***
Increased Company's Productivity	80%	80% of employers reported that the grant resulted in a savings of money for the company.
Staff Resources Savings	33%	33% of employers reported that the grant resulted in a savings of staff resources.
Trainees Increased Skills	94%	94% of employers reported that trainees gained skills that are of value to the company.
Recommend to Other Employers	93%	93% of employers reported that they would recommend the program to other employers. .

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

EXTENDED CARE CAREER LADDER INITIATIVE (ECCLI)

State Agency Responsible for Administration and Funding:

COMMONWEALTH CORPORATION

Description of Program:

The Extended Care Career Ladder Initiative (ECCLI), administered by Commonwealth Corporation, provides competitive grants to licensed nursing homes and home care providers to improve the overall quality of care to seniors and disabled individuals. ECCLI grants provide career ladder development as well as education and training to improve the clinical skills and job retention of direct care workers. Since 2001, ECCLI has helped more than 175 nursing homes and home health agencies train over 9,000 staff members, impacting about 25% of facilities in the Massachusetts long-term care industry.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Sources***
Number of Participants in FY2010	1,389	State Funds: $1,141,799*
Expenditures in FY2010	$1,141,799	Private Sector Match: $1,061,648
Cost per Participant (state funds only)	$822	*Includes 11 contracts that started in FY2009 and ended in FY2010, plus 3 FY2010 contracts with program activity outcomes during FY2010.

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure****
Employment Upgrades	Goal**	Actual**	Workers in Career Ladder and Related Training completing & receiving wage increases; 94% of Goal.
	390	365	
Average Hourly Wage Increase	Average	Median	Hourly Wage Increase for Workers Receiving Raise after Completing Career Ladder Training
	$0.75	$0.50	
Training Course Completion	Goal	Actual	Number of course completions for career ladder training, clinical skills, basic skills, and organizational skills courses; 98% of goal.
	1,846	1,814	
Hourly Wage at Completion	Average	Median	Hourly Wage for Workers Completing Career Ladder Related Training
	$13.20	$13.00	

*Reported by case manager/employer at end of training program.

** Upgrade goal is based on the end-of-project goals for the 11 FY2009 contracts ending during FY2010 plus the interim benchmarks through June 30, 2010 for the new contracts starting during FY2010. Employment upgrade and earnings increase goals were negotiated with each ECCLI grantee through the proposal and contracting process, for incumbent workers in career ladder skills training.

ANNUAL PERFORMANCE REPORT

EXTENDED CARE CAREER LADDER INITIATIVE (ECCLI)

COMMONWEALTH CORPORATION

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 958*)

Gender (n=953)	*Count*	*Pct.*
Female	844	89%
Male	109	11%
No Info (1% of total)	5	na

Race/Ethnicity (n=912)	*Count*	*Pct.*
Hispanic/Latino	203	22%
Asian/Pacific Islander	20	2%
African American	190	21%
White	463	51%
Other	36	4%
No Info (5% of total)	46	na

Other Barriers (n=958)	*Count*	*Pct.*
Person with Disabilities	13	1%
Employed	958	100%
Limited English Proficient	162	17%

Age (n=951)	*Count*	*Pct.*
21 Years Old & Under	99	10%
22 – 34 Years Old	284	30%
35 – 44 Years Old	209	22%
45 – 54 Years Old	244	26%
55 Years & Older	115	12%
No Info (1% of total)	7	na

Education (n=924)	*Count*	*Pct.*
High School Dropout	153	17%
HS Graduate/GED	399	43%
Some Post-Secondary	267	29%
Associate's Degree	57	6%
Bachelor's or Higher	48	5%
No Info (4% of total)	34	na

*Information was collected only for 958 frontline staff in career advancement education and training, and was not collected for 431 supervisory and management staff who participated in other workshops and activities through the initiative.

PROGRAM ACTIVITIES AND SERVICES

Type of Activity (non-add)*	*Count*	*Pct.*
Total Participants	1,389	100%
- Career Ladder Training	561	40%
- Clinical Skills Training	307	22%
- ABE/ESOL/GED	90	7%
- Organizational/Soft Skills, Culture Change	962	69%
- Career Counseling	320	23%

**Many participants take part in more than one activity.*

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

WORKFORCE COMPETITIVENESS TRUST FUND

State Agency Responsible for Administration and Funding:

COMMONWEALTH CORPORATION

Description of Program:

The Workforce Competitiveness Trust Fund (WCTF), administered by Commonwealth Corporation, is a state sector strategies initiative, initially funded through the Economic Stimulus Bill of 2006, focused on the Commonwealth's critical industry sectors. It is designed to enable a broad range of residents—including older workers, low-wage workers, low-income individuals, disabled citizens, vulnerable youth, incumbent workers, and the unemployed—to gain access to employment, education, and skills necessary to move forward along a career path leading to economic self-sufficiency. Through a competitive bid process, local workforce intermediaries work in partnership with employers and education and training providers to devise solutions to enhance worker skills, increase business competitiveness, and improve employment and skills for unemployed and low-income workers. Contracts are for two to three years in duration. The WCTF was implemented in two rounds. This report presents the results of Round 1, which began in June of 2007 and ended in May of 2010. Round 2 began in July 2008 and will continue through FY2011.

PARTICIPATION AND FUNDING

Participants and Funding Levels	
Participants through FY2010*	4,102
WCTF Round 1 Awards	$6,877,186
Cost per Participant (state funds only)	$1,675

Primary Funding Sources

State WCTF Round 1 Awards: $6,877,186

Private Sector Round 1 Match: $8,745,000

*Round One included 15 projects that began in FY2008 and ended no later than May 31, 2010.

PROGRAM RESULTS AND OUTCOMES

Performance Measures			***Data for Calculation of Measure****
Obtained Employment**	Goal 724	Actual 641	Number of Unemployed or Underemployed Participants Obtaining New Employment; 89% of Goal.
Hourly Wage at Placement	Average $12.75	Median $12.00	Hourly Wage for Unemployed/Underemployed Participants Obtaining Employment
Received Wage Increase**	Goal 1,357	Actual 1,016	Number of Incumbent Workers Trained Receiving Wage Increase; 75% of Goal.
Average Earnings Increase	Average $1.45	Median $1.00	Average Increase for Incumbent Workers Receiving Wage Increase after Training, from $16.80/hour to $18.25/hour
Attained Skill Credential**	Goal 2,102	Actual 2,975	Number of Participants Completing Training Course & Attaining Skill Credential; 142% of Goal.

*Reported by case manager/employer at end of training program.

** Cumulative actual performance versus end-of-project outcome goals through May 31, 2010. Goals were negotiated with each grantee through the proposal and contracting process.

ANNUAL PERFORMANCE REPORT

WORKFORCE COMPETITIVENESS TRUST FUND

COMMONWEALTH CORPORATION

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 4,102)

Gender (n=4,090)	*Count*	*Pct.*
Female	2,686	66%
Male	1,404	34%
No Info (<1% of total)	12	na

Race/Ethnicity (n=3,741)	*Count*	*Pct.*
Hispanic/Latino	542	15%
Asian/Pacific Islander	232	6%
African American	425	11%
White	2,390	64%
Other	152	4%
No Info (9% of total)	361	na

Other Barriers	*Count*	*Pct.*
Person with Disabilities	200	6%
Unemployed	1,084	26%
Underemployed	396	10%
Low-Income	1,406	35%
Primary Language Not English	613	16%

Age (n=3,893)	*Count*	*Pct.*
21 Years Old & Under	546	14%
22 – 34 Years Old	980	25%
35 – 44 Years Old	814	21%
45 – 54 Years Old	991	26%
55 Years & Older	562	14%
No Info (5% of total)	209	na

Education (n=3,414)	*Count*	*Pct.*
Less than High School	446	13%
HS Graduate/GED	1,246	36%
Some College	809	24%
Other Postsecondary	109	3%
Associate's Degree or Higher	804	24%
No Info (17% of total)	688	na

PROGRAM ACTIVITIES AND SERVICES

Type of Training Activity	*Count*	*Pct.*
Total Participants Project-to-Date	4,102	100%
Incumbent Worker	2,622	64%
Pre-Employment (Unemployed/Underemployed)	1,480	36%

Projects by Industry	*Number of Projects*	*Number of Workers*
Manufacturing	4	1,843
Healthcare	4	369
Skilled Trades	2	483
Travel/Tourism/Hospitality	2	539
Education	1	185
Renewable Energy	1	476
Financial Services	1	207
Totals	15	4,102

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

WORKFORCE INVESTMENT ACT (WIA) TITLE I LOW-INCOME YOUTH

State Agency Responsible for Program Administration:
COMMONWEALTH CORPORATION, with DWD's DIVISION OF CAREER SERVICES

Description of Program:
Title I under the Workforce Investment Act (WIA) provides for comprehensive year round workforce development services for youth 14–21 years. Local grants are distributed by federal formula and are administered by local Workforce Investment Boards and Title I Fiscal Agents in sixteen workforce areas. Youth services are coordinated through the One-Stop Career Centers (OSCCs), in collaboration with more than 100 competitively procured service providers across the state.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Source***
Number of Participants in FY2010	3,906	Federal: Workforce Investment Act, Title I
Funding Level in FY2010	$21,493,261	Formula Funding: $16,421,929 ARRA Funding: $21,112,332*
Cost per Participant	$5,505	*$5.1 million (25%) used for year round programs; balance of $16 million used for Summer Jobs.

FY2010 PROGRAM RESULTS AND OUTCOMES

Performance Measures: Older Youth (19-21)			***Data for Calculation of Measure***	
Entered Employment Rate*	Goal	Actual	Employed in 1st Quarter after Program**	268
	76%	76%	Number Completed or Left Program	302
Employment Retention Rate*	Goal	Actual	Employed thru 3rd Quarter after Program**	236
	80%	82%	Number Employed after Program	291
Earnings Gain (Post vs. Pre)*	Goal	Actual	Post-Program Earnings (2nd & 3rd Quarters)	$6,612
	$3,800	$4,785	Pre-Program Earnings (2nd & 3rd Quarters)	$2,046
Attained Credential Rate	Goal	Actual	Attained Recognized Skills Credential	241
	54%	63%	Number Completed or Left Program	380
Hourly Wage at Placement	Average	Median	Hourly Wage Reported by Employer/Participant	
	$9.62	$8.80		
Performance Measures: Younger Youth (14-18)			***Data for Calculation of Measure***	
Positive Retention Rate*	Goal	Actual	In Job or Education 3 Quarters after Pgm**	657
	69%	68%	Number Completed or Left Program	862
Diploma Attainment Rate*	Goal	Actual	Number Attaining HS Diploma or GED	556
	63%	69%	Number Completed or Left Program	766
Skill Goal Attainment Rate*	Goal	Actual	Number of Skill Goals Attained	2,857
	88%	84%	Number of Skill Goals Established	3,286
Entered Employment Rate	Goal	Actual	Employed or Further Education after Program	697
	70%	70%	Number Completed or Left Program	990
Hourly Wage at Placement	Average	Median	Hourly Wage Reported by Employer/Participant	
	$8.87	$8.20		

* Federal USDOL Performance Measure ** Based on UI wage record matching or case management follow-up data.

ANNUAL PERFORMANCE REPORT

WORKFORCE INVESTMENT ACT (WIA) TITLE I LOW-INCOME YOUTH

COMMONWEALTH CORPORATION with DWD's DIVISION OF CAREER SERVICES

Annual performance goals are negotiated with the U.S. Department of Labor as part of the annual planning process and consideration is given to general economic conditions, past performance, and incentives for continuous improvement. Massachusetts met or exceeded FY2010 negotiated state goals for all youth measures. For Older Youth, performance exceeded goal for the employment retention rate (102% of goal) and post-program earnings increase (126% of goal), and met the entered employment rate goal (100% of goal.) For Younger Youth, performance exceeded goal for the diploma attainment rate (110% of goal), and met the goals for positive retention in employment/education rate (98% of goal) and the skills goal attainment rate (95% of goal.) USDOL considers that a goal is met if actual performance level is at least 90% of the negotiated state goal.

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 3,906)

Gender	*Count*	*Pct.*	*Other Barriers*	*Count*	*Pct.*
Female	2,125	54%	Person with Disabilities	1,079	28%
Male	1,781	46%	Unemployed	3,586	92%
Race/Ethnicity	*Count*	*Pct.*	Cash Welfare Recipient	982	27%
Hispanic/Latino	1,437	37%	Pregnant/Parenting	566	15%
Asian/Pacific Islander	135	4%	Basic Skills Deficient	2,348	61%
African American	700	18%	Offender	205	6%
White	1,326	34%	Foster Child	172	5%
Other/Not Available	308	8%	Primary Language Not English	259	7%
Age	*Count*	*Pct.*	*Education*	*Count*	*Pct.*
14 – 15 Years Old	372	10%	High School Student	1,655	42%
16 – 18 Years Old	2,438	62%	High School Dropout	1,663	43%
19 – 21 Years Old	1,096	28%	HS Graduate/GED	534	14%
			Some Post-Secondary	54	1%

PROGRAM ACTIVITIES AND SERVICES (TOTAL = 3,906)

Type of Activity (non-add)	*Count*	*Pct.*	*Type of Activity (non-add)*	*Count*	*Pct.*
Education Svcs & Tutoring	2,512	64%	Occupational Skills Training	1,725	44%
ABE & Alternative Education	2,048	52%	Leadership & Community Svc	1,850	47%
Summer Employment	1,554	40%	Mentoring	2,422	62%
Work Experience	1,665	42%	Guidance and Counseling	3,042	77%

PARTICIPANT CUSTOMER SATISFACTION SURVEYS

Customer Satisfaction Score	Goal	Actual	American Customer Satisfaction Index (scale 0-100)
	82.0	84.0	

Scale 10-1; 10=strongly agree; 1=strongly disagree	*Average Score*
Overall Satisfaction with Services	8.7
Services Exceeded Expectations	9.0
Staff are professional and helpful	9.2
Teachers/trainers are helpful and supportive	9.3
Good content and quality of programs & training	9.1

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

ARRA: WIA YOUTH SUMMER EMPLOYMENT PROGRAM

State Agency Responsible for Program Administration:

COMMONWEALTH CORPORATION

Description of Program:

The American Recovery and Reinvestment Act (ARRA) is the national economic stimulus package passed by congress in early 2009, and signed into law by President Obama on February 17, 2009. ARRA included funds appropriated by congress as a supplement to the WIA Title I Youth program. As such, ARRA programs were subject to the same laws and regulations as WIA Title I Youth program funds. The funds were administered using the same eligibility criteria, except that ARRA expanded the program to youth aged 14–24. During the Summer of 2009, local workforce investment boards, working through their fiscal agents and contracted youth service providers, spent about $16 million of the $21 million in available ARRA funds to operate a summer jobs program for eligible youth. Across the state, ARRA provided youth wages and related program support that created 6,807 jobs for youth. ARRA provided a significant, one-time increase in the level of resources available to support subsidized employment for youth. Funding levels for a federal summer jobs program were the highest in almost two decades, with the result that workforce boards were able to provide employment to many more youth than in recent summers.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Source***
Number of Youth in Summer 2009	6,807	Federal: Workforce Investment Act, Title I
Funding Level in Summer 2009	$16,040,000	ARRA Funding: $21,112,332*
Cost per Participant (state funds only)	$2,350	*about $16 million used for Summer Jobs; balance of $5.1 million used for WIA year round program.

PROGRAM RESULTS AND OUTCOMES

Performance Measure (Summer 2009)			***Data for Calculation of Measure***
Youth Served in Summer Job	Goal 6,500	Actual 6,807	Actual Service Level was 105% of Goal.
Summer Employment Completion Rate		Actual 92%	Youth successfully completing their summer employment program.
Work Readiness Attainment Rate	Goal 80%	Actual 85%	5,800 youth successfully attained their work readiness skill goal, based on an evaluation by the program or workplace supervisor of the proficiency achieved in the foundational and worksite-specific skills necessary for youth to be successful in the workplace.

ANNUAL PERFORMANCE REPORT

ARRA: WIA YOUTH SUMMER EMPLOYMENT PROGRAM

COMMONWEALTH CORPORATION

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 6,807)

Gender	*Count*	*Pct.*	*Other Barriers*	*Count*	*Pct.*
Female	3,124	46%	Person with Disabilities	2,280	33%
Male	3,683	54%	Public Assistance Recipient	1,500	22%
Race/Ethnicity	*Count*	*Pct.*	Basic Skills Deficient	1,973	29%
Hispanic/Latino	2,425	36%	Pregnant/Parenting Teen	440	6%
Asian/Pacific Islander	242	4%	Out-of-School	1,821	27%
African American	1,423	21%	Court-involved/Offender	451	7%
White	2,545	37%	Homeless/Runaway/Foster Child	800	12%
Other	172	3%			
Age Levels	*Count*	*Pct.*	*Education*	*Count*	*Pct.*
14-15 Years Old	1,783	26%	High School Student	4,779	70%
16-18 Years Old	3,564	52%	High School Dropout	730	11%
19-21 Years Old	1,140	17%	HS Graduate/GED	1,074	16%
22-24 Years Old	320	5%	Postsecondary Education	224	3%

PROGRAM ACTIVITIES AND SERVICES (TOTAL = 6,807)

Type of Activity (non-add)	*Count*	*Pct.*
Summer Employment	6,807	100%
Leadership Development	739	11%
Training/Vocational Exploration	2,071	30%
Basic Education/Tutoring	485	7%

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

YOUTH WORKS – STATE SUMMER JOBS PROGRAM

State Agency Responsible for Program Administration:

COMMONWEALTH CORPORATION

Description of Program:

YouthWorks provides funds from a state appropriation line item that communities use to pay wages to low-income, at-risk youth for summer jobs in the public or non-profit sector. YouthWorks is targeted to the twenty-five cities that exhibit the greatest incidence of juvenile detention and adjudication, cities where low-income youth are especially in need of access to summer job opportunities. Applications to operate local YouthWorks programs are submitted on a cooperative basis by the targeted cities and the local workforce investment board. Participation in this program is limited to low-income youth aged 14-21, with a priority for youth who demonstrate at least one additional risk factor (e.g., history of juvenile delinquency.) In addition to subsidized employment, services may include educational services, including English-as-a-Second Language, and employment and career counseling.

Communities receiving funding for Summer 2009: Boston, Brockton, Cambridge, Chelsea, Chicopee, Fall River, Fitchburg, Framingham, Gardner, Haverhill, Holyoke, Lawrence, Leominster, Lowell, Lynn, Malden, New Bedford, Pittsfield, Quincy, Randolph, Salem, Springfield, Taunton, Weymouth, and Worcester.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Source***
Number of Youth in Summer 2009	4,224	State FY2009 Line Item 7002-0012: $8,000,000
Funding Level in Summer 2009	$6,675,000	Local Private Sector Match: $3.8 million
Cost per Participant (state funds only)	$1,580	FY2009 funds supported Summer 2009 (FY2010) as well as a year-round program during FY2009.

PROGRAM RESULTS AND OUTCOMES

Performance Measure (Summer 2009)			***Data for Calculation of Measure***
Youth Served in Summer Job	Goal 3,470	Actual 4,224	Actual Service Level was 122% of Goal.
Hourly Wage at Summer Job	Average $8.03	Minimum $8.00	Most youth were paid minimum hourly wage ($8.00). Total wages paid: $4.672 million.
Matching Funds Percentage	Goal 20%	Actual 60%	Grantees must provide at least 20% cash match from private sector commitments for additional wages. The minimum required local match was 20%, or $1,335,000 of program allocations of $6,675,000. Actual private sector match was $3,800,000, or 60% of program dollars, about three times the minimum required,

Funding for the Summer 2009 program increased by 18% over the level for the Summer 2008 program. YouthWorks exceeded its private sector matching funds goal by 285% and its enrollment goal by 122%.

ANNUAL PERFORMANCE REPORT

YOUTH WORKS – STATE SUMMER JOBS PROGRAM

COMMONWEALTH CORPORATION

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 4,224)

Gender (n=4,138)	*Count*	*Pct.*
Female	2,002	48%
Male	2,136	52%
No Info (2% of total)	86	na

Race/Ethnicity (n=3,425)	*Count*	*Pct.*
Hispanic/Latino	1,349	33%
Asian/Pacific Islander	276	7%
African American	1,739	42%
White	618	15%
Other	156	4%
No Info (2% of total)	86	na

Age Levels (n=4,144)	*Count*	*Pct.*
14-15 Years Old	677	16%
16-18 Years Old	2,707	65%
19-21 Years Old	760	18%
No Info (2% of total)	80	na

Other Barriers (n=4,027)	*Count*	*Pct.*
Person with Disabilities	306	8%
Child of Single Working Parent	1,951	48%
Aging out of Foster Care	154	4%
Teen Parent	145	4%
Poor academics or drop-out	921	23%
Court-involved or delinquency	167	4%
Homeless or a runaway	148	4%
Limited English Skills	235	6%

Education (n=4,165)	*Count*	*Pct.*
High/Middle School Student	3,590	89%
High School Dropout	77	2%
HS Graduate/GED	255	3%
HS Grad in Post-Secondary	137	3%
Enrolled in GED	106	3%
No Info (1% of total)	59	na

PROGRAM ACTIVITIES AND SERVICES (TOTAL = 4,224)

Type of Summer Job (n=4,089)	*Count*	*Pct.*
Child Care/Camp Counselor	1,500	37%
Office Support/Clerical	654	16%
Maintenance & Landscaping	1,087	27%
Information Technology	113	3%
Arts & Communications	149	4%
Healthcare Related	156	4%
Services and Retail	134	3%
Other Jobs	296	7%
No Info (3% of total)	135	na

Sectors	*Pct.*
Non-Profit Sector	59%
Private Sector	17%
Public Sector	24%

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

EMPLOYMENT SERVICES PROGRAM (ESP)

State Agency Responsible for Administration and Funding:

DEPT. OF TRANSITIONAL ASSISTANCE, CASH ASSISTANCE & FULL ENGAGEMENT

Description of Program:
The Department of Transitional Assistance's (DTA) Cash Assistance and Full Engagement (CAFE) unit manages the Employment Services Program (ESP). ESP provides a range of services designed to support and assist all Transitional Aid to Families with Dependent Children (TAFDC) recipients in their efforts to transition from welfare to self-sufficiency. The goal is for all TAFDC families who are served through ESP activities to attain jobs that provide necessary benefits and result in economic stability.

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)				***Data for Calculation of Measure***
Entered Employments	Goal 9,996	Actual 8,800	Pct of Goal 88%	Recipients who have obtained a job and have retained the job for 30 days or longer.
Average Hourly Wage	Goal $10.00	Actual $10.07	Pct of Goal 101%	Average hourly wage for all job attainments at time of initial employment.
Employed at 90 Days	Goal 8,304	Actual 8,648	Pct of Goal 104%	Recipients who have obtained a job and are working at the same, subsequent or upgraded job 90 days after initial job start.

Actual entered employments for 30 days reached 88% of the annual goal, the employment for 90 days reached 104% of the goal, and average hourly wage attained 100.7% of the target.

FY2010 DTA ESP Employment by ESP Component Most Recently Participated in Before Entering Job	Recipients with Jobs Retained For 30 Days	Average Hourly Wage	Median Hourly Wage
Work Activities Total	**1,409**	**$10.22**	*
a. CIES Employment Ready	442	$10.30	$9.62
b. Employment Assistance	453	$10.30	$9.62
c. CIES Employment Supports	356	$10.07	$9.50
d. Supported Work	158	$10.07	$9.50
Community Service	**884**	**$9.70**	**$9.00**
Education & Training Total	**1,727**	**$9.98**	*
a. Basic Education	271	$9.05	$9.00
b. Postsecondary Education	280	$9.92	$9.83
c. Post Employment	18	$9.92	$10.00
d. Skills Training	761	$10.36	$10.00
e. CIES Employment Training & Educ.	258	$10.36	$10.00
f. CIES Enhanced Employment Supports	54	$9.32	$8.62
g. Young Parents Program	85	$9.06	$8.35
Employment (Direct)	**4,773**	**$10.13**	**$9.40**

* The median values for the individual components are listed.

ANNUAL PERFORMANCE REPORT

EMPLOYMENT SERVICES PROGRAM (ESP)

DEPT. OF TRANSITIONAL ASSISTANCE, CASH ASSISTANCE & FULL ENGAGEMENT

ESP PARTICIPATION LEVELS (For the entire FY2010)

Participants		***Funding Sources***
TAFDC Caseload	72,246	The funding source for Work Activities and Education & Training totaled $21.9 million ($21,929,163), with $21 million ($20,979,163) in state appropriation funding and $950,000 in state appropriation funding through retained revenue. The funding data excludes Community Services and Direct Employment activities, however, the performance data --ESP employment and earnings totals—include both activities.
Total TAFDC Adults	80,220	
Work Required	29,326	

PARTICIPANT CHARACTERISTICS for TAFDC ADULTS (80,220 for the entire FY2010)

Gender	*Count*	*Pct.*
Male	11,153	14%
Female	69,067	86%
Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	27,123	34%
Asian/Pacific Islander	2,190	3%
African American	14,280	18%
White	33,863	42%
Other/Not Available	2,764	3%
Other Barriers	*Count*	*Pct.*
Persons with Disabilities	19,199	24%
Primary Language Not English	15,794	20%
Homeless	5,643	7%

Age	*Count*	*Pct.*
19 and under	3,698	5%
20 - 24 years	17,583	22%
25 - 34 years	29,026	36%
35 - 44 years	17,188	21%
45 - 54 years	8,611	11%
55 and above	4,114	5%
Education	*Count*	*Pct.*
Less than HS Diploma	33,582	42%
HS Diploma/GED	34,218	43%
Some college	8,649	11%
Completed 2-year college	2,301	3%
Completed 4-year college	1,470	2%

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

VOCATIONAL REHABILITATION SERVICE PROGRAM

State Agency Responsible for Administration and Funding:

MASSACHUSETTS REHABILITATION COMMISSION

Description of Program:

The Massachusetts Rehabilitation Commission (MRC) makes it possible for people with disabilities to live and work in their communities in Massachusetts. MRC provides Vocational Rehabilitation Services, Community Services, and Eligibility Determination for the Social Security Disability Insurance (SSDI) and the Supplemental Security Income (SSI) federal benefits programs. The Vocational Rehabilitation Services helps people with the most severe disabilities choose a career, become qualified for employment, and find and maintain employment. Services may include identifying job goals based on individual interests and aptitudes, providing funds for college and vocational training as necessary for qualification, job placement, and job coaching. Vocational Rehabilitation services can help reduce barriers to employment by assessing worksite accommodations, educating employers about the Americans with Disabilities Act, or about what it is like to hire a person with a disability. MRC assists people with long term disabilities and those individuals returning to work after adjusting to a new disabling condition.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Source***
Number of Participants in FY2010	20,678	Federal: Workforce Investment Act, Title IV Rehabilitation Act Amendments of 1998 U.S. DOE, Rehabilitative Services Administration
Funding Level in FY2010	$49,277,295	FY2010 Funding Sources: Federal: $37,200,642 State: $10,207,592 SSA Reimbursement: $1,869,061 (Federal)
Cost per Participant	$2,383	

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)	Goal	Actual	***Data for Calculation of Measure***
Entered Employment	3,203	3,022	Recipients who have obtained a job and have been retained for 90 days. (94.3% Goal)
Average Hourly Wage	$12.24	$12.28	Average hourly wage for all job attainments at time of initial employment. (100.3% of Goal)
Median Hourly Wage	$10.00	$10.00	Median hourly wage for all job attainments at time of initial employment. (100% of Goal)
Percent of Jobs with Employer Sponsored Health Insurance	29%	22%	Percent of all job attainments with employer sponsored health insurance. (75.9% of Goal)
Average Hours Per Week	28	25.9	Average number of hours to be worked for all retained jobs. (92.5% of Goal)

MRC was 211 placements short of its employment goal as high unemployment rates remained a national concern. MRC met its goals for the average and median wages, which were greater than the national VR hourly wage. Given the economic downturn, full-time jobs with benefits were increasingly more difficult to find.

ANNUAL PERFORMANCE REPORT

VOCATIONAL REHABILITATION SERVICES PROGRAM

MASSACHUSETTS REHABILITATION COMMISSION

DEMOGRAPHICS AND CHARACTERISTICS OF ACTIVE CASES (TOTAL = 20,678)

Gender	*Count*	*Pct.*
Female	9,680	47%
Male	10,998	53%
Ethnicity	*Count*	*Pct.*
Hispanic/Latino	1,709	8%
Race		
Asian/Pacific Islander	634	3%
African American	3,222	16%
White	16,270	79%
More than One/Other	552	2%
Age	*Count*	*Pct.*
Less than 22 Years Old	5,870	28%
22 – 34 Years Old	4,785	23%
35 – 44 Years Old	4,065	20%
45 – 54 Years Old	4,260	21%
55 Years & Older	1,697	8%
Info Not Available	1	<1%

Type of Disability	*Count*	*Pct.*
Psychiatric Disabilities	7,852	38%
Substance Abuse	2,056	10%
Orthopedic	2,280	11%
Learning Disabilities	3,519	17%
Developmental/Cognitive	602	3%
Hearing/Communications	1,515	7%
Neurological	396	2%
Traumatic Brain Injury	412	2%
Other Disabilities	2,046	10%
Education	*Count*	*Pct.*
Less than HS Diploma	5,492	27%
HS Diploma/GED	6,780	33%
Some Post-Secondary	3,995	19%
College Graduate or Higher	3,773	18%
Special Education	617	3%
Info Not Available	21	0.1%

PROGRAM ACTIVITIES AND SERVICES

Type of Activity (non-add)	*Count*	*Pct.*
Total Rehabilitants (Employed)	3,022	100%
VR Counseling and Guidance	2,904	96%
Diagnosis and Treatment	2,266	75%
Job Placement Services	2,198	73%
College/University Training	819	27%
Occupational Skills Training	267	9%
Assessment Services	252	8%
Job Readiness	580	19%
Transportation	758	25%
Miscellaneous	834	28%

HOURLY WAGE BY OCCUPATION

Occupation	*Average*	*Count.*
Social Services	$14.12	400
Health and Sciences	$15.85	323
Business & Business Support	$12.61	500
Services	$11.73	520
Sales	$9.40	385
Food & Entertainment	$10.59	324
Production & Construction	$13.92	225
Other	$12.14	269
Total	$12.28	2,946
Info Not Available	3%	76

Earnings	*Average*	*Median*	
Estimated Yearly Income	$17,179	$13,520	Annualized earnings based on placement wages and hours
Average Increase in Income	$12,704	$10,010	Annualized earnings increase from wages/hours at intake

CUSTOMER SATISFACTION (REHABILITANTS)

Overall Satisfaction with Services	86%	86% of employed cases reported overall satisfaction with services.

ANNUAL PERFORMANCE REPORT

Workforce Development Program:

VOCATIONAL REHABILITATION PROGRAM FOR THE BLIND

State Agency Responsible for Administration and Funding:

MASSACHUSETTS COMMISSION FOR THE BLIND

Description of Program:

The Massachusetts Commission for the Blind provides a wide range of social and rehabilitation services to legally blind Massachusetts residents of all ages. Agency services may address a number of varied needs of individual blind persons. The agency's Vocational Rehabilitation Program is designed to provide vocational rehabilitation services to enable eligible legally blind individuals to obtain and maintain gainful employment. Services include consumer evaluation, education (including tuition, fees, & books), training, provision of adaptive equipment and use of assistive technology, information on job opportunities and job placement. This is an individualized, multi-year program of comprehensive services that typically lasts three years, but may last ten or more years.

PARTICIPATION AND FUNDING

Participants and Funding Levels		***Primary Funding Source***
Number of Participants in FY2010	1,639	Federal: Workforce Investment Act, Title IV Rehabilitation Act Amendments of 1998 U.S. Department of Education, Rehabilitative Services Administration
Funding Level in FY2010	$10,193,396	FY2010 Funding Sources: Federal: $7,149,175 State: $3,044,221
Cost per Participant	$6,220	

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***
	Goal	Actual	
Entered Employment	110	139	Rehabilitants who have obtained a job and are working at the same, subsequent or upgraded job 90 days after initial job start. 125% of Annual Goal
	Goal	Actual	
Number with Employer Sponsored Health Insurance	57	64	Type of Health Insurance Reported by Rehabilitant 46% of rehabilitants
	Goal	Actual	
Hourly Wage at Placement	$16.00	$22.01	Hourly Wage Reported by Rehabilitant 140% of Annual Goal

Actual performance exceeded the annual goals for entered employment and average hourly wage.

ANNUAL PERFORMANCE REPORT

VOCATIONAL REHABILITATION PROGRAM FOR THE BLIND

MASSACHUSETTS COMMISSION FOR THE BLIND

REHABILITANT DEMOGRAPHICS AND CHARACTERISTICS (TOTAL = 139)

Gender	*Count*	*Pct.*
Female	61	44%
Male	78	56%

Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino (any race)	6	4%
Asian/Pacific Islander	4	3%
African American	17	12%
White	118	85%

Age	*Count*	*Pct.*
21 Years Old & Younger	3	2%
22 – 34 Years Old	28	20%
35 – 44 Years Old	22	16%
45 – 54 Years Old	42	30%
55 Years & Older	44	32%

Other	*Count*	*Pct.*
Having Multiple Disabilities	55	40%
SSDI Recipient	30	22%
SSI Recipient	10	7%

Education	*Count*	*Pct.*
Less than HS Diploma	12	9%
Special Education	21	15%
HS Graduate/Equivalent	25	18%
Some Post-Secondary	35	25%
Bachelor's Degree	28	20%
Master's Degree or Higher	39	28%
Info Not Available	0	0%

CUSTOMER SATISFACTION (PARTICIPANTS)

Consumer Customer Satisfaction	94%	94% of MCB consumers reported overall satisfaction with services in most recent Consumer Satisfaction Survey (FY2009).

ANNUAL PERFORMANCE REPORT

Workforce Development Program Name

ADULT BASIC EDUCATION/ENGLISH for SPEAKERS of OTHER LANGUAGES (ABE/ESOL)

State Agency Responsible for Administration and Funding

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION,
ADULT AND COMMUNITY LEARNING SERVICES

Description of Program

The Department of Elementary and Secondary Education's (DESE) Adult and Community Learning Services (ACLS) unit manages state and federal funds to provide basic educational services in two major areas: 1) Adult Basic Education (ABE), basic literacy through General Education Development (GED) or alternative high school diploma; and 2) English for Speakers of Other Languages (ESOL), from native language literacy through English language fluency. DESE contracts with about 200 education providers, including local education authorities (LEAs), community and state colleges, libraries, non-profit organizations/community based organizations (CBOs), correctional facilities, and others to provide services at the local level.

PARTICIPATION AND FUNDING LEVELS

Participants and Funding Levels		***Primary Funding Sources***
Number of Participants in FY2010	20,372	Federal: WIA Title II through USDOE, Adult Education and Family Literacy Act (AEFLA)
Funding Level in FY2010	$32,041,195	Federal AEFLA: $8,330,989
Cost per Participant	$1,573	State Funds: $23,710,206

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure*****	
Entered Employment Rate*	Goal	Actual	Employed in 1st Quarter after Program	343
	35%	19%	Number Surveyed or Data Matched	1,788
Employment Retention Rate*	Goal	Actual	Employed through 3rd Quarter after Program	139
	30%	47%	Number Surveyed or Data Matched	295
ABE Skills Improvement*	Goal	Actual	Completed One+ Level of Instruction	1,755
	28%	28%	Number Enrolled in 5 ABE levels	7,034
ESOL Skills Improvement*	Goal	Actual	Completed One+ Level of Instruction	5,356
	46%	47%	Number Enrolled in ESOL Levels	12,264
High School Completion*	Goal	Actual	Earned High School Diploma or GED	1,274
	68%	74%	Number Data Matched	1,714
Entered Postsecondary Educ*	Goal	Actual	Entered Postsecondary Education/Training	180
	45%	57%	Number Surveyed or Data Matched	314

* Federal USDOE Performance Measure **Definitions of performance measures on second page.

FY2010 Review: The performance target for Skill Improvement: ESOL Level Completions was exceeded by 2%; Retained Employment performance target was exceeded by 25%; High School Completion target was exceeded by 6%; and the target for Entered Postsecondary Education or Training was exceeded by 12%.

ANNUAL PERFORMANCE REPORT

ADULT BASIC EDUCATION/ENGLISH for SPEAKERS of OTHER LANGUAGES (ABE/ESOL)

ADULT AND COMMUNITY LEARNING SERVICES (DESE)

PARTICIPANT DEMOGRAPHICS AND OTHER CHARACTERISTICS (TOTAL = 20,372)

Gender	*Count*	*Pct.*	*Other Barriers*	*Count*	*Pct.*
Female	12,400	61%	Person with Disabilities	826	4%
Male	7,972	39%	Unemployed (on entry)	5,584	27%
Race/Ethnicity	*Count*	*Pct.*	Not in Labor Force (on entry)	5,451	27%
Hispanic/Latino	5,698	28%	Employed (on entry)	9,337	46%
Asian/Pacific Islander	2,690	13%	On Public Assistance	6,217	31%
African American	4,377	22%	Single Parent	3,871	19%
White	7,316	36%	In Correctional Facilities	1,427	7%
American Indian	291	1%			
Age	*Count*	*Pct.*	ABE Beginning (0-3.9)*	804	4%
16 – 18 Years Old	776	4%	ABE Intermediate (4.0-8.9)*	4,009	20%
19 – 24 Years Old	3,379	16%	Adult Secondary (9.0-12.0)*	3,295	16%
25 – 34 Years Old	5,567	27%	ESL Beginning	5,082	25%
35 – 44 Years Old	5,048	25%	ESL Intermediate	6,139	30%
45 – 59 Years Old	4,466	22%	ESL Advanced	1,043	5%
60 Years & Older	1,136	6%	**Grade level equivalents for Adult Basic Education*		

PROGRAM ACTIVITIES AND SERVICES

Type of Activity	*Count*	*Pct.*
Total Participants	20,372	100%
Adult Basic Education	4,813	24%
Adult Secondary Education	3,295	16%
English as a Second Language	12,264	60%

US DEPARTMENT OF EDUCATION DEFINITIONS OF PERFORMANCE MEASURES

Entered Employment Rate:	Unemployed adults with an employment goal who were employed by the end of the 1st quarter after leaving program. (Matching against UI wage records and/or through the use of follow-up surveys.)
Employment Retention Rate:	Employed adults with goal of employment retention, and unemployed adults who entered employment, who were employed in the 3rd quarter after leaving program. (UI wage records and/or follow-up surveys.)
Adult Basic Education Skills Improvement:	Adults who acquired basic skills needed to complete one or more levels of instruction in which they were initially enrolled, based on a hierarchy of five instructional levels. Excludes Adult Secondary-High (GLE 11.0+)
ESOL English Literacy Skills Improvement:	Adults in ESOL programs who acquired English language skills needed to complete one or more levels of instruction in which they were initially enrolled, based on a hierarchy of six instructional levels.
High School Completion:	Adults with a high school completion goal who earned a high school diploma or GED after leaving the program.
Entered Postsecondary Education or Training:	Adults with a goal to continue education who entered postsecondary education or training after leaving the program.

PERFORMANCE ACCOUNTABILITY TASK FORCE PROGRAM REPORT

Workforce Development Program Name

SCHOOL TO CAREER CONNECTING ACTIVITIES

State Agency Responsible for Program Administration

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION

Description of Program

Connecting Activities is a Department of Elementary and Secondary Education led initiative designed to drive and sustain the statewide school-to-career system for youth across the Commonwealth. Working in partnership with the Executive Office of Labor and Workforce Development, it establishes public-private partnerships through the 16 local workforce investment boards to connect schools and businesses to provide structured work-based learning experiences for students which support both academic and workplace skill acquisition. Through Connecting Activities, students achieve more learning hours by extending the classroom to the workplace while providing them an opportunity to develop strong employability skills on the job. Connecting Activities provides funds to hire both school-based Career Specialists to prepare students for employment with companies and Employer Outreach Specialists to recruit companies to employ participating students. Priority "work and learning" services were given to those students who scored in MCAS Levels 1 (Failing) and 2 (Needs Improvement) to help raise student achievement and provide academic rigor with workplace relevance.

PARTICIPATION AND FUNDING

FY2010 Participants and Funding Levels		***Primary Funding Source***
Number of Students in Internships	11,033	State FY2010 Budget: $2,000,000*
FY2010 Funding Level	$2,000,000	***Decrease of $2,129,687 from FY2009**
Cost per Student (state funds only)	$181	

PROGRAM RESULTS AND OUTCOMES

FY2010 Performance Measures – Goal/Outcome			***Performance Outcomes Summary***
Student Placements in Brokered Internships	Goal	Outcome	Exceeded student placement goal by 48.1% (Increased placement outcomes due to infusion of ARRA and YouthWorks funds in FY2010)
	7,452	11,033	
Participating Employers	Goal	Outcome	Exceeded employer participation goal by 9%
	3,555	3,876	
Employer Paid Wages for Internships (millions)	Goal	Outcome	700% match in wages for students from private sector employers **(200% match required by law)*
	N/A	$14.8	
Student Job Shadows	Goal	Outcome	
	N/A	5,692	
Teacher Externships	Goal	Outcome	
	N/A	75	

PERFORMANCE ACCOUNTABILITY TASK FORCE PROGRAM REPORT			
SCHOOL TO CAREER CONNECTING ACTIVITIES			
DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION			
CHARACTERISTICS OF STUDENT INTERNSHIPS (TOTAL = 11,033)			
Work-Based Learning Level	*Count*	*Pct.*	*Goal for Level*
Level C: Integrated Work and Learning, with Work-Based Learning Plan for Academic Remediation & MCAS Prep.	661	6%	To support students who scored in MCAS Level 1 (Failing/Warning) or participated in alternative assessment.
Level B: Targeted Work and Learning Placement, with Work-Based Learning Plan for Career and/or Academic Dev.	1,623	15%	To support students who scored in MCAS Level 1 (Failing/Warning) and MCAS Level 2 (Needs Improvement) or with alternative assessments.
Level A: Work and Learning Placement, with or without Work-Based Learning Plan	8,749	79%	To support all students with structured internship, with providers encouraged to develop work-based learning plans whenever possible.
**MA Work-Based Learning Plans*	*Count*	*Pct.*	*The MA WBL Plan is a diagnostic, goal-setting and performance-based assessment tool designed to drive learning and productivity on the job/internship.
Students with MA WBL Plan	7,750	70%	
Students without MA WBL Plan	3,283	30%	

ANNUAL PERFORMANCE REPORT

Workforce Development Program Name

COMMUNITY COLLEGES – STATEWIDE SUMMARY

State Agency Responsible for Administration and Funding

DEPARTMENT OF HIGHER EDUCATION (DHE)

Description of Program

The Community College segment of the Massachusetts public higher education system includes 15 colleges: Berkshire; Bristol; Bunker Hill; Cape Cod; Greenfield; Holyoke; Massachusetts Bay; Massasoit; Middlesex; Mount Wachusett; North Shore; Northern Essex; Quinsigamond; Roxbury; and Springfield Technical.

PARTICIPATION AND FUNDING

FY2010 Student Levels		***FY2010 Primary Funding Sources***
Fall 2009 Enrollment Headcount (Single count for peak entry time.)	98,067	State Appropriation (Adjusted): $188,150,793 ARRA State Fiscal Stabilization Fund: $56,204,400 In addition to state support, revenues include student tuition & fees, contracts/grants and other income.

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***
FY10 Certificates/Degrees		Total	Certificates and Associate's Degree awarded during FY2010 (2009-2010 school year.)
Certificate		2,770	
Associate's Degree		9,257	Number of awards increased over FY2009 levels for both Certificates (2,587) and Associate's Degrees (8,549.)
Total Awards		12,027	
First-Year Persistence Rate*	Fall 2007 Cohort 57.7%	Fall 2008 Cohort 59.6%	Students retained at their original institution in fall 2009; the rate has increased 3.1points over the last three years. (64.3% continue next year at same or other institution; 4.8% enrolled at a different institution in fall 2009.)
Credit Course Completion Rate*	Goal 75%	FY2009 76.7%	Percent of students enrolled in credit courses that successfully completed the courses and earned the credits. All 15 colleges had rates that were comparable to or higher than the target rate of 75%.
Nursing Exam Pass Rate*	Goal 85%	FY2009 87.0%	Percentage of Students Passing the National Nursing Licensure Examination (946 passed exam). Eleven of the 15 colleges had pass rates comparable to or above the target pass rate of 85%.
Five Year Overall Success Rate*		Fall 2003 Cohort 73.2%	This was second year of new indicator that measures students who have earned degree/certificate (39.2%), transferred to another institution (15.1%), earned 30+ credits (17.6%), or are still enrolled after 5 years (1.3%.)
* These measures are based on data from *2009-2010 Performance Measurement Report* (DHE March 2010.)			
Employment & Earnings – Not Available			Data on the post-graduation employment and earnings of students are not available; there was no uniform system for collecting such follow-up information.

ANNUAL PERFORMANCE REPORT

COMMUNITY COLLEGES – STATEWIDE SUMMARY

DEMOGRAPHICS AND CHARACTERISTICS FOR FALL 2009 HEADCOUNT (Total = 98,067)

Gender	*Count*	*Pct.*
Female	57,885	59%
Male	40,044	41%
Info Not Available	138	<1%
Age	*Count*	*Pct.*
Under 20 Years Old	23,782	24%
20 – 24 Years Old	34,362	35%
25 – 34 Years Old	21,433	22%
35 – 44 Years Old	10,327	11%
45 – 54 Years Old	6,063	6%
55 Years & Older	1,736	2%
Info Not Available	364	<1%

Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	12,289	14%
Asian/Pacific Islander	4032	5%
Black/African American	11181	13%
American Indian	448	1%
White	61,138	69%
Other/Unknown (9% of total)	8,979	na
Residency	*Count*	*Pct.*
In-State Resident	94,230	96%
Out-of-State	3,363	3%
Foreign	214	<1%
Info Not Available	260	<1%

FALL 2009 ENROLLMENT & FY2010 AWARDS, BY PROGRAM OF INSTRUCTION (CIP)

CIP	*Program of Instruction (*Top Ten # of Awards)*	*Enrollments*		*Degrees/Certificates*	
		Count	*Adj. Pct.*	*Count*	*Pct.*
--	Unknown Major at Enrollment (12.1% of 98,067)	11,877	na	na	na
**	Total (Adjusted Enrollment Total with Majors)	86,190	100.0%	11,136	100.0%
01	Agriculture, Agriculture Operations, & Related Sciences	263	0.3%	39	0.3%
03	Natural Resources And Conservation	267	0.3%	42	0.3%
09	Communication and Journalism	407	0.5%	41	0.3%
10	Communications Technologies/Technicians	215	0.2%	40	0.3%
11	**Computer And Information Sciences***	**3,166**	**3.7%**	**416**	**3.5%**
12	**Personal And Culinary Services***	**585**	**0.7%**	**186**	**1.5%**
13	**Education***	**4,583**	**5.3%**	**382**	**3.2%**
14	Engineering	769	0.9%	57	0.5%
15	**Engineering Technologies/Technicians***	**3,153**	**3.7%**	**578**	**4.8%**
16	Foreign Languages, Literatures, And Linguistics	150	0.2%	11	0.1%
19	Family, Consumer, and Human Sciences	1,147	1.3%	178	1.5%
22	Legal Professions and Studies	587	0.7%	161	1.3%
23	English Language and Literature.	226	0.3%	20	0.2%
24	**Liberal Arts And Sciences, General Studies***	**31,979**	**37.1%**	**2,635**	**21.9%**
26	Biological And Biomedical Sciences	743	0.9%	117	1.0%
30	Multi/Interdisciplinary Studies	493	0.6%	54	0.4%
31	Parks, Recreation, Leisure And Fitness Studies	312	0.4%	51	0.4%
41	Science Technologies/Technicians	290	0.3%	32	0.3%
42	Psychology	386	0.4%	41	0.3%
43	**Security And Protective Services***	**6,562**	**7.6%**	**1,128**	**9.4%**
44	**Public Administration & Social Service Professions***	**1,280**	**1.5%**	**253**	**2.1%**
47	Mechanic And Repair Technologies/Technicians	220	0.3%	70	0.6%
50	**Visual And Performing Arts***	**2,207**	**2.6%**	**246**	**2.0%**
51	**Health Professions And Related Clinical Sciences***	**13,550**	**15.7%**	**3,320**	**27.6%**
52	**Business, Management, Marketing, & Related***	**11,717**	**13.6%**	**1,874**	**15.6%**
54	History	151	0.2%	13	0.1%
--	Programs with less than 10 Degrees/Certificates	782	0.9%	42	0.3%

ANNUAL PERFORMANCE REPORT

Workforce Development Program Name

STATE UNIVERSITY SYSTEM (STATE COLLEGES) – STATEWIDE SUMMARY

State Agency Responsible for Administration and Funding

DEPARTMENT OF HIGHER EDUCATION (DHE)

Description of Program

The State University segment of the Massachusetts public higher education system includes 9 colleges: Bridgewater; Fitchburg; Framingham; Massachusetts College of Art and Design (Boston); Massachusetts College of Liberal Arts (North Adams); Massachusetts Maritime Academy (Buzzards Bay); Salem; Westfield; and Worcester.

PARTICIPATION AND FUNDING

FY2010 Student Levels

Fall 2009 Enrollment Headcount	50,751
- Undergraduate (single count)	39,610
- Graduate (single count)	11,141

FY2010 Primary Funding Sources

State Appropriation (Adjusted): $171,387,324
ARRA State Fiscal Stabilization Fund: $51,178,000

In addition to state support, revenues include student tuition & fees, contracts/grants and other income.

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***
FY10 Certificates/Degrees		Total	Certificates, Bachelor and Advanced Degrees awarded during FY2010 (2009-2010 school year.) Number of awards increased over FY2009 levels for both Bachelor's (6,621) and Master's/Other Degrees (2,908.)
Certificate		40	
Bachelor		6,886	
Master/Other Post-Bacc.		2,999	
Total Awards		9,925	
First-Year Retention Rate*	Fall 2007 Cohort 75.2%	Fall 2008 Cohort 76.2%	Percentage of First-Time, Full-Time Degree Seekers returning in the next year to the same institution. The rate compares well to the national average of 74.1%.
Six-Year Graduation Rate*	1998-2002 3 Year Avg 47.2%	2002 Cohort 50.7%	Percentage of First-Time, Full-Time Degree Seekers Graduating within 6 Years. State colleges have achieved goal of raising graduation rate to 50% within five years; 2002 Cohort rate is 5.2 points higher than the 1997 cohort.
MTEL Exam Pass Rate*	Goal 80%	2008 99%	Percentage of students passing the MA Test for Educator Licensure (1,138 passed exam.) All eight colleges had pass rates above target (excluding Maritime Academy which does not have teacher educator program.)

* These measures are based on data from *2009-2010 Performance Measurement Report* (DHE March 2010.)

Employment & Earnings – Not Available	Data on the post-graduation employment and earnings of students are not available; there was no uniform system for collecting such follow-up information.

ANNUAL PERFORMANCE REPORT

STATE COLLEGES – STATEWIDE SUMMARY

DEMOGRAPHICS AND CHARACTERISTICS FOR FALL 2009 HEADCOUNT (TOTAL = 50,751)

Gender	*Count*	*Pct.*
Female	31,022	62%
Male	19,375	38%
Info Not Available	354	<1%

Age	*Count*	*Pct.*
Under 20 Years Old	11,390	22%
20 – 24 Years Old	22,414	44%
25 – 34 Years Old	8,727	17%
35 – 44 Years Old	3,769	7%
45 – 54 Years Old	2,924	6%
55 Years & Older	1,104	2%
Info Not Available	423	1%

Race/Ethnicity	*Count*	*Pct.*
Hispanic/Latino	2,020	4%
Asian/Pacific Islander	1043	2%
Black/African American	2498	5%
American Indian	170	<1%
White	40,397	88%
Other/Unknown (9% of total)	4,623	na

Residency	*Count*	*Pct.*
In-State Resident	46,373	91%
Out-of-State	3,756	7%
Foreign	320	1%
Info Not Available	302	1%

FALL 2009 ENROLLMENT & FY2010 AWARDS, BY PROGRAM OF INSTRUCTION (CIP)

CIP	*Program of Instruction (*Top Ten # of Awards)*	*Enrollments*		*Degrees/Certificates*	
		Count	*Adj. Pct.*	*Count*	*Pct.*
--	Unknown Major at Enrollment (17.3% of 50,751)	8,765	na	na	na
**	Total (Adjusted Enrollment Total with Majors)	41,986	100.0%	9,925	100.0%
03	Natural Resources And Conservation	209	0.5%	49	0.5%
04	Architecture	187	0.4%	38	0.4%
09	**Communication and Journalism***	**1,345**	**3.2%**	**322**	**3.2%**
10	Communications Technologies/Technicians	214	0.5%	59	0.6%
11	Computer and Information Sciences	754	1.8%	145	1.5%
13	**Education***	**8,272**	**19.7%**	**2,718**	**27.4%**
14	Engineering	406	1.0%	85	0.9%
15	Engineering Technologies/Technicians	208	0.5%	50	0.5%
16	Foreign Languages, Literatures, And Linguistics	135	0.3%	27	0.3%
19	Family, Consumer, and Human Sciences	429	1.0%	88	0.9%
23	**English Language and Literature***	**1,527**	**3.6%**	**359**	**3.6%**
24	Liberal Arts and Sciences, General Studies	2,038	4.9%	168	1.7%
26	Biological and Biomedical Sciences	1,611	3.8%	219	2.2%
27	Mathematics and Statistics	452	1.1%	93	0.9%
30	Multi/Interdisciplinary Studies	546	1.3%	29	0.3%
31	Parks, Recreation, Leisure, and Fitness	936	2.2%	175	1.8%
38	Philosophy	36	0.1%	13	0.1%
40	Physical Sciences	491	1.2%	86	0.9%
42	**Psychology***	**2,601**	**6.2%**	**720**	**7.3%**
43	**Security and Protective Services***	**3,003**	**7.2%**	**665**	**6.7%**
44	Public Administration & Social Services	1,014	2.4%	281	2.8%
45	**Social Sciences***	**1,402**	**3.3%**	**349**	**3.5%**
49	Transportation	375	0.9%	76	0.8%
50	**Visual and Performing Arts***	**3,476**	**8.3%**	**704**	**7.1%**
51	**Health Professions and Related Clinical Sciences***	**2,965**	**7.1%**	**665**	**6.7%**
52	**Business, Management, Marketing & Related***	**6,021**	**14.3%**	**1,444**	**14.5%**
54	**History***	**1,290**	**3.1%**	**295**	**3.0%**
--	Programs with less than 10 Certificates/Degrees	43	0.1%	3	0.0%

ANNUAL PERFORMANCE REPORT

Workforce Development Program Name

UNIVERSITY OF MASSACHUSETTS – STATEWIDE SUMMARY

State Agency Responsible for Administration and Funding

DEPARTMENT OF HIGHER EDUCATION (DHE)

Description of Program

The University of Massachusetts segment of the Massachusetts public higher education system includes 5 campuses: Amherst; Boston; Dartmouth; Lowell; and Worcester - Medical School.

PARTICIPATION AND FUNDING

FY2010 Student Levels		***FY2010 Primary Funding Sources***
Fall 2009 Enrollment Headcount	65,923	State Appropriation (Adjusted): $379,900,504 ARRA State Fiscal Stabilization Fund: $122,888,300
- Undergraduate (single count)	50,444	
- Graduate (single count)	15,479	In addition to state support, revenues include student tuition & fees, contracts/grants and other income.

PROGRAM RESULTS AND OUTCOMES

Performance Measures (FY2010)			***Data for Calculation of Measure***
FY10 Certificates/Degrees		Total	Certificates/Associate, Bachelor and Advanced Degrees awarded during FY2010 (2009-2010 school year.) Number of awards increased over FY2009 levels for both Bachelor (8,763) and Advanced Degrees (3,725.)
Associate/Certificate		361	
Bachelor		9,362	
Advanced		4,233	
Total		13,956	
Freshman One Year Retention Rate*	Fall 2007 Cohort	Fall 2008 Cohort	Percentage of First-Time, Full-Time Degree Seekers Returning in the Next Year to the Same Institution.
	81%	82%	
Freshman Six Year Graduation Rate*	Fall 2002 Cohort	Fall 2003 Cohort	Percentage of First-Time, Full-Time Degree Seekers Graduating within 6 Years.
	58%	58%	
Nursing Exam Pass Rate**	2008	2009	Percentage of First Time Candidates Passing the National Nursing Licensure Examination (436 passed exam).
	86%	92%	

* These measures are based on data from *Fall 2009 Student Profile* (University of Massachusetts, Office of Institutional Research, March 2010.)
** Massachusetts Board of Registration in Nursing, *Performance Summary for Mass. Nursing Education Programs*

Employment & Earnings – Not Available	Data on the post-graduation employment and earnings of students are not available; there was no uniform system for collecting such follow-up information.

ANNUAL PERFORMANCE REPORT

UNIVERSITY OF MASSACHUSETTS – STATEWIDE SUMMARY

DEMOGRAPHICS/CHARACTERISTICS FOR FALL 2009 (TOTAL = 64,832, excl. Medical School)

Gender	*Count*	*Pct.*	*Race/Ethnicity*	*Count*	*Pct.*
Female	32,673	50%	Hispanic/Latino	3,319	6%
Male	32,159	50%	Asian/Pacific Islander	4944	9%
Info Not Available	0	0%	Black/African American	4882	9%
Age	*Count*	*Pct.*	American Indian	252	<1%
Under 20 Years Old	14,360	22%	White	43,046	76%
20 – 24 Years Old	29,012	45%	Other/Unknown (13% of total)	8,389	na
25 – 34 Years Old	13,137	20%	*Residency*	*Count*	*Pct.*
35 – 44 Years Old	4,586	7%	In-State Resident	52,682	81%
45 – 54 Years Old	2,797	4%	Out-of-State	9,247	14%
55 Years & Older	914	1%	Foreign	1,862	3%
Info Not Available	26	<1%	Info Not Available	1,041	2%

FALL 2009 ENROLLMENT & FY2010 AWARDS, BY PROGRAM OF INSTRUCTION (CIP)

CIP	*Program of Instruction (*Top Ten # of Awards)*	*Enrollments*		*Degrees/Certificates*	
		Count	*Adj. Pct.*	*Count*	*Pct.*
--	Unknown Major at Enrollment (7.2% of 64,832)	4,680	na	na	na
**	Total (Adjusted Enrollment Total with Majors)	60,152	100.0%	13,741	100.0%
01	Agriculture and Related Sciences	1,081	1.8%	279	2.0%
03	Natural Resources and Conservation	565	0.9%	122	0.9%
04	Architecture	303	0.5%	115	0.8%
05	Area, Ethnic Studies	231	0.4%	106	0.8%
09	Communication and Journalism	1,162	1.9%	379	2.8%
11	Computer and Information Sciences	2,045	3.4%	436	3.2%
13	**Education***	**3,166**	**5.3%**	**993**	**7.2%**
14	**Engineering***	**4,878**	**8.1%**	**930**	**6.8%**
15	Engineering Technologies/Technicians	229	0.4%	68	0.5%
16	Foreign Languages, Literatures, And Linguistics	1,065	1.8%	251	1.8%
19	Family, Consumer, and Human Sciences	156	0.3%	35	0.3%
22	Legal Studies	344	0.6%	113	0.8%
23	**English Language and Literature***	**1,980**	**3.3%**	**451**	**3.3%**
24	Liberal Arts and Sciences, General Studies	6,715	11.2%	250	1.8%
26	**Biological and Biomedical Sciences***	**3,817**	**6.3%**	**729**	**5.3%**
27	Mathematics and Statistics	602	1.0%	154	1.1%
30	Multi/Interdisciplinary Studies	860	1.4%	276	2.0%
31	Parks, Recreation, Leisure, and Fitness	407	0.7%	125	0.9%
38	Philosophy	301	0.5%	68	0.5%
40	Physical Sciences	1,487	2.5%	276	2.0%
42	**Psychology***	**3,786**	**6.3%**	**990**	**7.2%**
43	**Security and Protective Services***	**1,737**	**2.9%**	**570**	**4.1%**
44	Public Administration & Social Services	389	0.6%	164	1.2%
45	**Social Sciences***	**3,867**	**6.4%**	**1,083**	**7.9%**
46	Construction Trades	0	0.0%	31	0.2%
50	**Visual and Performing Arts***	**2,335**	**3.9%**	**484**	**3.5%**
51	**Health Professions and Related Clinical Sciences***	**5,037**	**8.4%**	**1,239**	**9.0%**
52	**Business, Management, Marketing & Related***	**10,495**	**17.4%**	**2,721**	**19.8%**
54	History	1,112	1.8%	303	2.2%

SECTOR	TYPE OF MODEL	STUDY TITLE AND AUTHOR	DESCRIPTION	FINDINGS SUMMARY	WEB LINK
SUPPLY	Sector Training Program	An Evaluation of Michigan Regional Skills Alliances (MiRSAs): Final Report	Review of one-year startup grants totaling over $1 million for the initial development of up to 12 Michigan Regional Skills Alliances. Grants brought together key local entities to address workforce issues affecting firms operating in the same industry in a distinct geographic area.		
SUPPLY	Workforce Training/ Adult Education Models	State Use of Workforce System Net Impact Estimates and Rates of Return	• Estimated net impacts and social and private benefits and costs of workforce development programs in Washington and Virginia • Pubic job training program, programs at community and technical colleges, adult basic education, private career schools, high school career and technical education, and vocational rehabilitation for disabled individuals and for blind or visually impaired individuals	• Apprenticeships, community college job preparatory training, and vocational rehabilitation programs have substantial payoffs for participants • Adult basic education programs do not have much economic return	Link to research.
SUPPLY	Incumbent Worker Training	Is There a Role for Public Support of Incumbent Worker On-the-Job Training	Summarizes a survey of states concerning their investments in incumbent worker training	• Best practices: discusses a study conducted for one state in which found significant fiscal returns implying that underinvestment of public funds for incumbent worker training may be occurring. • In this state, primary sector jobs were created or retained at a public cost of less than $9,000 per job	Link to research
SUPPLY	Youth Programs	YouthBuild in Developmental Perspective. A Formative Evaluation of the YouthBuild Demonstration Project:			Link to research
SUPPLY	Youth Programs	YouthBuild in Providence			Link to research
SUPPLY		Job training that gets results: ten principles of effective employment programs By Michael Bernick	*Principles:* • The unemployment rate: A strong private economy does far more to reduce unemployment than any government program • Job training: Build on the market orientation of effective job training programs to build an effective job training system • The working poor: A big part of the conventional wsdom		

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			on the working poor being in dead end jobs is false – but not all • Building career ladders for the working poor: Designing effective career ladders requires single-and multiemployer skills upgrading • Maintaining career ladders for the working poor: Sustaining effective career ladders means influencing the structure and craft of jobs • Welfare reform: build on the success of welfare reform with targeted postemployment strategies • Workers with disabilities: A new world of employment exists • Technology jobs: The emerging "New Technician" jobs provide an important niche training market • Affinity Groups: The best antipoverty efforts go beyond government programs • Globalization: The job training professional assumes a greater role in the world of globalization, competition, and outsourcing		
SUPPLY	Education: Post-Secondary	Critical Collaboration: Improving Education & Training Pathways to Careers in Health Care. Boston Healthcare Careers Consortium. November 2011.	Recommends changes to strengthen the collaboration between employers, workforce development, and education systems, to enhance the alignment between jobs opportunities and educational pathways, with particular reference to the health services sector.		
SUPPLY	Secondary Education		Career Academies		
SUPPLY	Pre-School Education/ Early Childhood Programs				
DEMAND	Economic Development	Evaluation of Regional Collaborations for Economic Development			Link to research
DEMAND	Small Business Development	Small businesses, job creation, and growth: Facts, obstacles, and best practices			Link to research

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DEMAND	Job Creation (Life Sciences)	Job Creation and the Knowledge Economy: Lessons From North Carolina's Life Science Manufacturing Initiative	Workforce development agencies • Project Quest • Jane Addams Resource Corporation • Wisconsin Regional Training Partnership • Garmet Industry Development Corporation • Especially helpful in stabilizing traditional manufacturing industries Training Courses in Life Sci • BioNetwork program coordinates community colleges • BioWork (128-hour training course) Company-college training partnerships • Novo Nordisk, Talecris, and Hospira funding Johnston CountyWDC ○ - satellite campus of community college Partners in industrial recruitment		Link to research
DEMAND	Job Creation Programs	Estimating the Costs per Job Created of Employer Subsidy Programs	Job creation tax credit • 15% credit 1st year, 10% credit 2nd year, for increased payroll since base period • Lower elasticity to 0.15, gross costs per job created of $50,000 MEED program (MN) • $10/hr. (2008 $) wage subsidy for 6 month • At peak, equivalent to $191 million today, 20,000 annual participants; 1.1 million nationally MEGA program (MI) • Refundable credit, awarded with some discretion to "export-base" businesses to encourage creation or retention of jobs, with credit tied to income taxes paid by additional additional workers • Average credit per job-year: $2,18 • Average time period of credit 15.75 years (shortened in recent years) • 49% 49% of credits in auto of credits in auto-related related industries 31% in other industries, 31% in other manufacturing, 20%		

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			in non-manufacturing • Multiplier: 3.8 Hamilton Project • Federal g g grants for customized training in distressed areas • Incentives for expansion of current manufacturing extension program in distressed areas Restore and expand original Empowerment Zone program, which had public service block grant as well as business tax breaks		
SURVEYS	General	What Works in Job Creation and Economic Development. Timothy Bartik. 2011. Presentation	A summary of study outcomes in the effectiveness of a wide array of programs, including general business tax cuts, business tax incentives, customized job training (e.g., MEED), early childhood programs, and K-12 (e.g., Career Academies). The presentation focuses on the effect in increasing income per capita for each of these types of programs.	The most effective programs are early childhood programs, followed by targeted subsidies. The least effective – but still effective – are general business tax reductions.	
SURVEYS	Early Childhood Programs, Pre-K	Investing in Kids: Early Childhood Programs and Local Economic Development. Timothy Bartik. 2011. Book			
SURVEYS	Tax Incentives for Economic Development	Who Benefits From State and Local Economic Development Policies? Timothy Bartik. 1991. Book	Good survey of older studies.		
SURVEYS	Employer Subsidy Programs	Estimating the Costs per Job Created of Employer Subsidy Programs. Timothy Bartik. October 2010. Presentation.	Estimates of the costs per job of JCTC, MEED, MEGA, CT, MEP, Ezs.		

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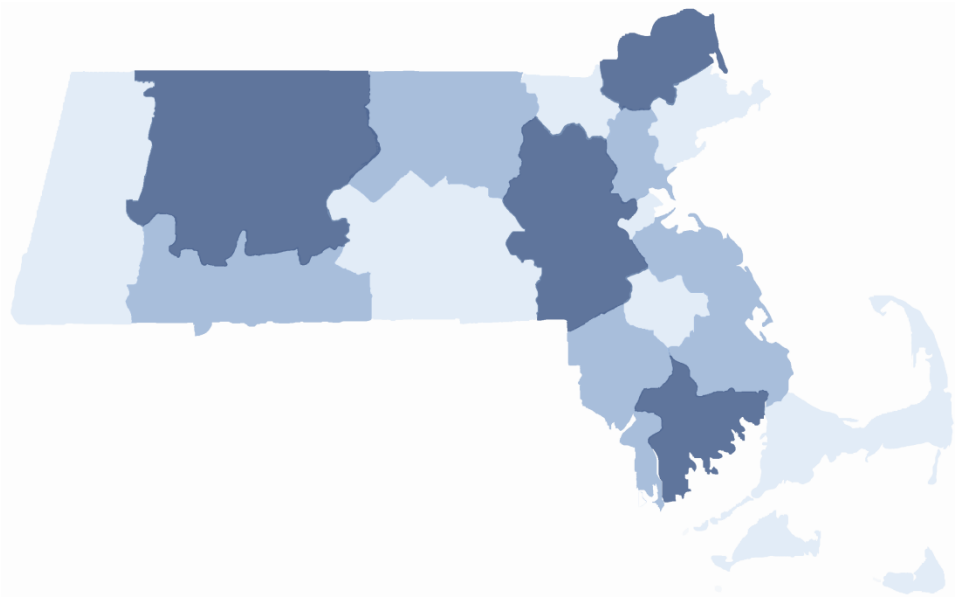
Commonwealth of Massachusetts

Regional Workforce Investment Profiles

FY2010



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FY2010 Workforce Investment Resources for Local Service Delivery

Introduction

The Regional Workforce Investment Profiles is an annual publication that includes details of major Massachusetts workforce development programs, available resources or funds and the number of individuals served during a fiscal year. The Fiscal Year 2010 edition includes federal and state funds allocated to local workforce areas during state fiscal year 2010—July 1, 2009 through June 30, 2010. The programs are divided into four segments – those for the Transitional workforce, the Emerging workforce, the Incumbent workforce and Adult Basic Education (ABE)/English for Speakers of Other Languages (ESOL) services. Summary information about public higher education is also included.

The Workforce Investment Act of 1998 names an array of possible partners and programs to be considered in each state's workforce investment system. All of those programs are included in this publication, with the exception of the U.S. Department of Labor's Job Corps program, which has three Massachusetts locations in North Grafton, Devens, and Chicopee. Job Corps centers are operated for USDOL by private companies through a competitive contracting process.

The information presented for each program or resource includes the program name, the amount of resources available during FY2010, and the number of people served during the same time period. Funding Notes for each table provide additional information about programs such as their source of funding, target population, services provided, and distribution of funds. State and local workforce development partner agencies provided the information on program resources and service levels. The funding amounts reported in this document were available for workforce development within workforce areas and do not include any resources that state agencies may have used for administration, technical assistance or other state activities.

The Regional Workforce Investment Profiles are produced by an interagency workgroup of state agencies, facilitated by Commonwealth Corporation, under the auspices of the Massachusetts Workforce Investment Board (MWIB) and the Executive Office of Labor and Workforce Development (EOLWD).

Participating Agencies and Organizations:

- Commonwealth Corporation
- Department of Elementary and Secondary Education
- Department of Higher Education
- Department of Housing and Community Development
- Executive Office of Elder Affairs
- Executive Office of Health and Human Services
- Department of Transitional Assistance
- Massachusetts Commission for the Blind
- Massachusetts Rehabilitation Commission
- Executive Office of Labor and Workforce Development
- Department of Workforce Development (DWD)
- DWD's Division of Career Services
- DWD's Division of Unemployment Assistance
- Massachusetts Workforce Investment Board

FY2010 Workforce Investment Resources for Local Service Delivery

Workforce Segments

The tables in this report presenting the amount of resources and the numbers of people served are organized into four workforce segments:

- **Emerging Workforce**: In-school and out-of-school, at-risk youth age 14–24 that are, or soon will be, new entrants into the workforce.
- **Transitional Workforce**: Employed workers seeking new jobs, and unemployed individuals transitioning back into the workforce, including funding for individuals with multiple barriers to employment.
- **Incumbent Workforce**: Employed workers that need additional education and training in order to advance in or retain current employment.
- **ABE/ESOL**: Workers with needs in Adult Basic Education (ABE) or English for Speakers of Other Languages (ESOL).

A separate section provides information about public higher education, including state appropriations, enrollments and degrees awarded. Information on the total public preK-12 school system is not included.

How Public Funds Are Distributed

Authorizing legislation for state or federally funded programs usually includes a description of how the funding will be distributed. Two common types of distribution are formula and competitive funds.

Formula Funds

Many funding sources authorized by the Congress or the Massachusetts Legislature are designated as formula funds to be distributed equitably across a geographic area (nationwide or statewide). Equitable distribution to states, or to local areas, is calculated based on a needs analysis formula. Programs utilize different indicators of need such as unemployment rate, poverty rate, high school dropout rate, public assistance caseloads, etc. Funding streams are distributed according to various geographic divisions such as school districts, counties, or workforce investment areas.

Competitive Funds

Several funding sources are designated as competitive funds to be awarded through a competitive procurement process. A competitive procurement process typically includes a published request for proposals (RFP), a bidder conference, and a proposal review process leading to the selection of one or more service providers or grantees.

American Recovery and Reinvestment Act (ARRA) Funding

On February 17, 2009, the American Recovery and Reinvestment Act of 2009 (ARRA) was signed into law by the President. This $787 billion Recovery plan includes federal tax cuts and incentives, an expansion of unemployment benefits, support for infrastructure modernization projects, and funding for a wide variety of programs including education and workforce development. The Recovery Act is intended both to create and save jobs as well as to spur economic activity and invest in long-term economic growth.

Some of the programs listed in the Profiles received ARRA appropriations. In many cases, the funding has been awarded through regional allocations consistent with the formulas in the program's enabling legislation. For other funding, state and national competitive processes resulted in additional grant awards for local regions. The ARRA funds have been listed as separate sections within the tables for their corresponding workforce programs. Where ARRA funding was used for new initiatives, the programs have been included as new sections for the appropriate workforce segment. The bulk of the expenditures occurred in FY2010, although some awards have funding available through FY2011.

FY2010 Workforce Investment Resources for Local Service Delivery

Total Funding $271.3 Million in FY2010

A total of $271.3 million was available from state and federal programs for workforce development in FY2010, the tenth year of the Workforce Investment Act implementation in Massachusetts. The total funding represented a dramatic increase of $46.6 million from the FY2009 level, primarily due to the availability of ARRA funds. Much more than half of the total funds (60%) were targeted to the transitional workforce (Table A1). The balance of the funds was targeted to the three other workforce segments: emerging workforce (26%), ABE/ESOL (12%), and incumbent workforce (2%)[1].

Table A1: FY2010 Total Resources: Funding Sources by Workforce Segments

	State		Federal		ARRA (Federal)		Total	
Segment	**Resources**	**Col. %**	**Resources**	**Col. %**	**Resources**	**Col. %**	**Resources**	**Col. %**
Emerging Workforce	$11,260,192	18%	$35,869,067	25%	$23,888,013	36%	$71,017,272	26%
Transitional Workforce	$23,360,160	37%	$96,716,212	68%	$41,396,439	62%	$161,472,811	60%
Incumbent Workforce	$5,166,827	8%	$599,953	1%	$999,955	2%	$6,766,735	2%
ABE/ESOL	$23,710,206	37%	$8,330,989	6%	$0	0%	$32,041,195	12%
TOTAL	$63,497,385	100%	$141,516,221	100%	$66,284,407	100%	$271,298,013	100%
Public Higher Education	$739,438,593	---	---	---	$230,270,707	---	$969,709,300	---

As shown in Table A1, there are major differences in the workforce segments supported by state and federal funds. About 37% of the state dollars are for the transitional workforce and about the same share (37%) of dollars are for ABE/ESOL, with the balance of funds for emerging workforce (18%) and incumbent workers (8%). Federal funds (i.e., annual appropriations) are heavily weighted towards the transitional workforce (68%) and emerging workforce (25%), with the ABE/ESOL allocation only about 6% of the total. The ARRA supplemental funding continued this emphasis in federal funding, although there were more funds for the emerging workforce (36%), primarily for youth summer jobs. There was no ARRA supplemental allocation for Adult Basic Education. Very few federal dollars are spent on incumbent worker programs.

State funds represent a little over 23% of the total FY2010 resources (Table A2); annual federal appropriations were 52% of the total and ARRA funding made up one-quarter (25%) of the resources. State funds are the main support for incumbent workforce and ABE programs, contributing three-fourths of the resources. Federal and ARRA funds were the source of five out of every six dollars spent on emerging and transitional workforce programs.

Table A2: FY2010 Total Resources: Workforce Segments by State, Federal and ARRA Shares

	State		Federal		ARRA (Federal)		Total	
Segment	**Resources**	**Row %**	**Resources**	**Row %**	**Resources**	**Row %**	**Resources**	**Row %**
Emerging Workforce	$11,260,192	16%	$35,869,067	50%	$23,888,013	34%	$71,017,272	100%
Transitional Workforce	$23,360,160	14%	$96,716,212	60%	$41,396,439	26%	$161,472,811	100%
Incumbent Workforce	$5,166,827	76%	$599,953	9%	$999,955	15%	$6,766,735	100%
ABE/ESOL	$23,710,206	74%	$8,330,989	26%	$0	0%	$32,041,195	100%
TOTAL	$63,497,385	23%	$141,516,221	52%	$66,284,407	25%	$271,298,013	100%
Public Higher Education	$739,438,593	76%	---	---	$230,270,707	24%	$969,709,300	100%

[1] Funding available for incumbent worker programs, almost entirely dependent on state resources, saw additional reductions in FY2010 and the share of total resources for such programs fell to just a little over 2% of the total.

FY2010 Workforce Investment Resources for Local Service Delivery

State Funding

The Commonwealth provided $63.5 million, or 23%, of local workforce development resources in FY2010. State funding declined overall by almost $15 million from FY2009 levels. There were reductions in all four workforce segments, with decreases of $6 million in incumbent worker programs, $4 million for transitional workforce, over $2 million for emerging workforce, and a little less than $2 million for ABE/ESOL. With reductions in the state budget during the past two years, combined with the effect of adding ARRA funding to the total base, the state 's share of workforce investment resources has fallen from 40% in FY2008 to 32% in FY2009 and then down to 23% in FY2010. Even with these cuts, the State investment in ABE/ESOL and incumbent worker program is the primary source of funds, representing over three quarters of the available funding for both segments.

Federal Funding

Federal funding from annual appropriations provided $141.5 million, or 52%, of local workforce development resources in Massachusetts during FY2010. Federal funding decreased about $5 million from FY2009 levels, with the decrease, on a net bottom line basis, coming all in the transitional workforce segment. Even with the reductions, seven out of every ten dollars (68%) were targeted to the transitional workforce and one quarter (25%) to the emerging workforce. Federal funding is the primary source of funding for transitional workforce and emerging workforce programs. About 6% of federal funds were targeted to ABE and ESOL programs, and there were few federal funds for incumbent worker programs (less than 1%).

ARRA Funding

Funding from the American Recovery and Reinvestment Act (ARRA) provided $66.3 million, or over 24%, of the FY2010 local workforce investment resources. ARRA dollars were responsible, on a net basis, for the FY2010 increase of $46.5 million from FY2009, resulting in a total over $271.2 million dollars. This is the highest level of resources for the programs included in the Workforce Investment Profiles since the beginning of this report series in FY2002. Without this ARRA funding, reductions in state and federal funding would have totaled $19.8 million, or a 9% decrease from FY2009. ARRA funds were primarily supplements to the federal programs included in the Profiles and thus 98% of the ARRA funds supported emerging workforce (36%) and transitional workforce (62%) programs. While a small portion of the ARRA funds are available through FY2011, given the unlikely prospect of increases in state and federal appropriations, the local workforce system will see a significant contraction of resources in FY2011 to the lowest levels since the passage of the Workforce Investment Act.

Public Higher Education

Since the FY2008 edition of the Workforce Investment Profiles, state appropriations for the public higher education system have been included in the report but as a separate category excluded from the total summary of local workforce investment resources. The total amount of the higher education appropriations from the FY2010 General Appropriations Act (GAA), adjusted for reductions during the year, was over $739 million, with $188 million for the 15 community colleges, $171 million for the 9 colleges in the state university system, and $380 million for the 5 campuses of the University of Massachusetts. This was a decrease of $168 million, or 23%, from the final FY2009 levels (GAA adjusted by 9C cuts.) The higher education system, however, received over $285 million in ARRA State Fiscal Stabilization Funds (ARRA SFSF), to cover both FY2009 and FY2010 budget reductions and other needs allowable under SFSF rules. Public higher education will also receive ARRA SFSF resources for FY2011. The ARRA SFSF resources for FY2009 to FY2011 will be used to maintain the colleges and universities at the pre-rescission FY2009 GAA level of $969.7 million.

FY2010 Workforce Investment Resources for Local Service Delivery

Table A3: FY2008, FY2009 and FY2010 Total Workforce Investment Resources, by Segment

	FY2008	FY2009	FY2009-FY2008		FY2010	FY2010-FY2009	
Segment	**Resources**	**Resources**	**Difference**	**Pct**	**Resources**	**Difference**	**Pct**
Emerging Workforce	$48,539,111	$49,694,804	$1,155,693	2%	$71,017,272	$21,322,468	43%
Transitional Workforce	$130,157,066	$130,188,977	$31,911	0%	$161,472,811	$31,283,834	24%
Incumbent Workforce	$30,078,374	$11,186,144	-$18,892,230	-63%	$6,766,735	-$4,419,409	-40%
ABE/ESOL	$33,864,295	$33,672,515	-$191,780	-1%	$32,041,195	-$1,631,320	-5%
TOTAL	$242,638,846	$224,742,440	-$17,896,406	-7%	$271,298,013	$46,555,573	21%
Higher Education	$925,519,000	$969,709,300	$44,190,300	5%	$969,709,300	$0	0%

Comparison of FY2008, FY2009, and FY2010 Workforce Investment Resources by Segment

The table above compares the resources by workforce segments as reported in the FY2008, FY2009, and FY2010 Workforce Investment Profiles. Although efforts have been made to adjust and revise the data series as needed, cross-year comparisons should be viewed with caution, as there may be program and/or reporting differences in the way some programs have been included across the three-year period.

Total funding for the programs included in the Workforce Investment Profiles increased by $46.6 million from $224.7 million in FY2009 to $271.3 million in FY2010, or about 21% of the FY2009 total. As cited before, ARRA dollars were responsible, on a net basis, for this increase from FY2009 levels. There are differences from the overall trend for the four workforce segments and the key issues are highlighted in the following summary. See detailed Tables 2 through 13 for descriptions of programs referenced in this brief overview.

Emerging Workforce

- Total funding increased by about $21.3 million in FY2010, which is a significant increase of 43% over FY2009 levels. In recent years prior to FY2010, youth programs overall had seen relatively modest increases each year since FY2005 ($41 million).
- The federal WIA Youth appropriation decreased by about $2 million but the federal Perkins IV funding awards increased by about $1.6 million.
- The state funding for YouthWorks remained about the same, with all funds spent on the summer jobs program. There were reductions in state funding for some other programs, most notably Connecting Activities was cut by about $2 million.
- The ARRA funding for WIA Youth of $21.1 million and for the Byrne Youth Jobs Program of $2.8 million resulted in the net gain for this segment of $21 million. In the absence of ARRA funds, emerging workforce programs would have declined by 5% or $2.6 million, mostly due to cuts in state spending.

Transitional Workforce

- Total funding increased by about $31.3 million in FY2010, which is a significant increase of 24% over FY2009 levels. Overall funding for this segment had been relatively stable the past few years.
- In the Transitional Workforce segment, many federal programs saw increases over FY2009 primarily as a result of ARRA funds. Labor exchange services in the One-Stop Career Centers were supported by an additional $6 million in ARRA funds for Wagner Peyser and Reemployment Services. WIA programs for Dislocated Workers ($7.8 million) and Low-income Adults ($6.9 million) saw substantial net increases due to ARRA, even though their federal formula grants saw significant decreases. The Senior Community Service Employment Programs also received about $2.5 million in ARRA funds.

FY2010 Workforce Investment Resources for Local Service Delivery

- ARRA statewide 15% funds were used to award $5.5 million for demonstration projects and national Department of Labor ARRA funds supported $5.2 million in State Energy Sector Partnership grants.
- The Department of Transitional Assistance's Employment Services Programs (ESP), primarily dependent on state funding, saw a reduction in expenditures of about $6 million. Combined with similar reductions in FY2009, ESP program funding has been reduced by 37% from FY2008 levels.
- ARRA funding for this segment totaled $41.4 million. Without these funds, reductions in state and federal formula funds for the transitional workforce would have resulted in a loss of $10.1 million, or about 8% of the FY2009 level.

Incumbent Workforce

- This segment has been funded over the years primarily with state resources and state budget reductions continued to dramatically affect the availability of funding, with a decrease of $4.4 million in FY2010.
- Workforce Training Fund awards were reduced by $6.2 million, continuing the reductions that started in FY2009. Much of the funding for this program was restored in the second half of the year but this did not result in additional grant awards until FY2011.
- The Workforce Competitiveness Trust Fund has not received additional funding since its initial appropriation in the FY2006 Stimulus Bill and issued only two grant awards totaling $430,000 in FY2010.
- A new workplace education initiative, Learn at Work, was supported by $2 million in ARRA, WIA, and state Adult Basic Education funding.
- With total resources of $6.8 million, funding for this segment was only about one fifth of the levels seen in FY2007 and FY2008.

ABE/ESOL

- Total funding decreased by $1.6 million in FY2010, which is a cut of 5% from the FY2009 level. The decrease in expenditures was the result of state budget reductions.

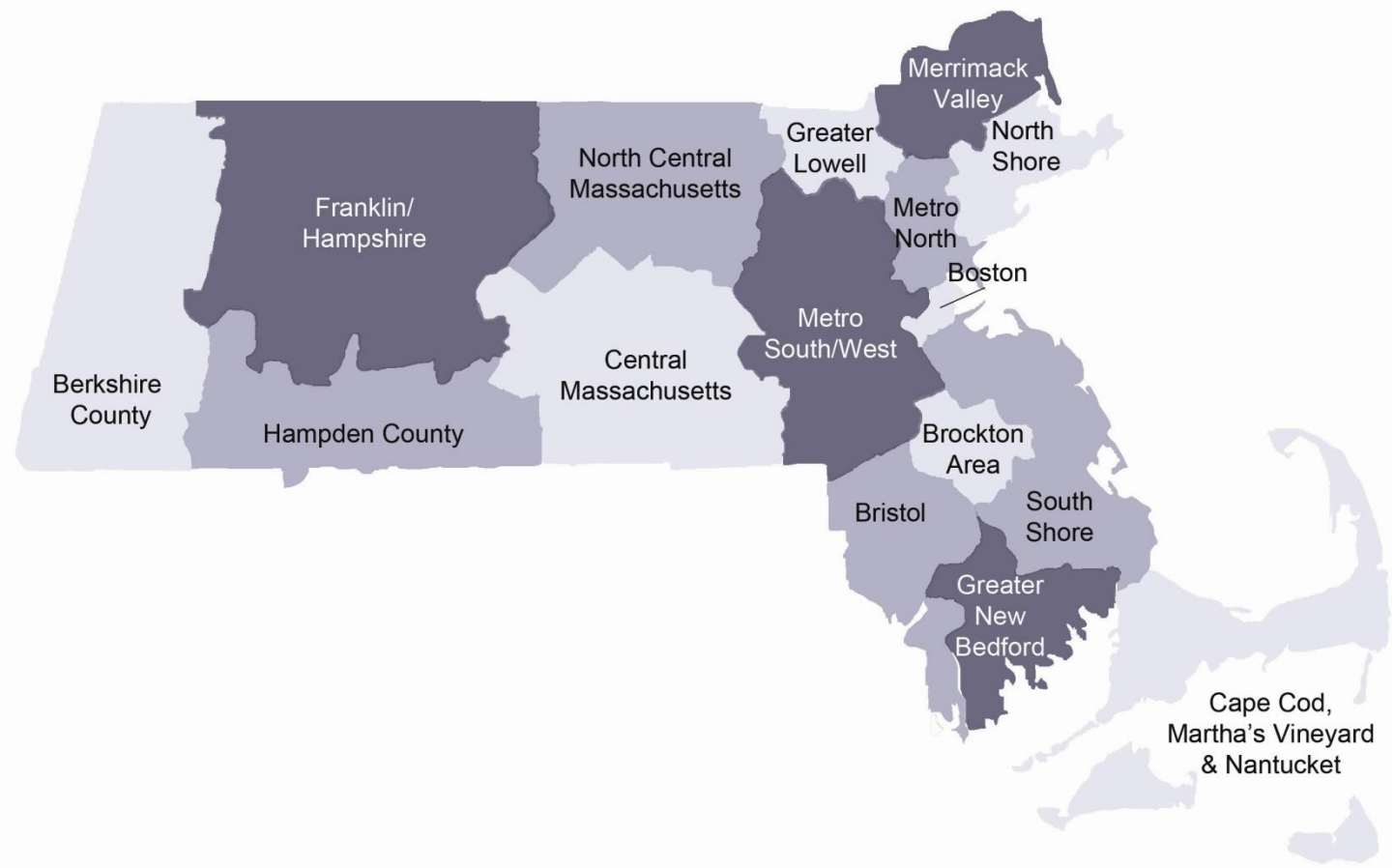
FY2010 Summary of Workforce Investment Resources

Table 1 (page 8) lists the funding resources available during FY2010 for each of the four workforce investment segments—emerging, transitional, incumbent, and ABE/ESOL—as well as for public higher education. It also shows the state, federal and ARRA contribution for each program or funding source within each segment. The details of these resources, broken down by workforce investment area, are presented in Tables 2 through 13. Table 14 presents a summary of all resources for each workforce investment area.

See the map on page 7 for a delineation of workforce investment areas. A list of the cities and towns in each workforce area can be found on page 50.

FY2010 Workforce Investment Resources for Local Service Delivery

Map of Local Workforce Investment Areas



FY2010 Workforce Investment Resources for Local Service Delivery

Table 1: FY2010 Workforce Investment Resources Summary

		State Resources	Federal Resources	ARRA Resources	TOTAL	
EMERGING WORKFORCE						
Table 2	Career/Vocational Technical Education Grades 9-12		$14,603,530		$14,603,530	
	Career/Vocational Technical Education Post-Secondary		$4,843,608		$4,843,608	
	MCAS Academic Support: Work-and-Learning	$915,732			$915,732	
	MCAS Academic Support: OSCC Pathways	$707,341			$707,341	
	Connecting Activities Grades 10-12	$1,980,000			$1,980,000	
	WIA Title I Low-Income Youth Services		$16,421,929	$21,112,332	$37,534,261	
	YouthWorks State Summer Jobs Program	$6,675,000			$6,675,000	
	Byrne Youth Jobs Program for New Communities			$2,775,681	$2,775,681	
	Bridging the Opportunity Gap (BOG)	$982,119			$982,119	
	Emerging Workforce Total	$11,260,192	$35,869,067	$23,888,013	$71,017,272	26.2%
TRANSITIONAL WORKFORCE						
Table 3	Wagner Peyser-10% (OSCC: One-Stop Career Centers)		$1,146,112	$241,904	$1,388,016	
	Wagner Peyser-90% (OSCC)		$10,315,007	$2,177,133	$12,492,140	
	Re-Employment Services (OSCC)			$4,000,000	$4,000,000	
	USDOL/SSA Disability Program Navigator (OSCC)		$450,000		$450,000	
	One-Stop Career Center State Appropriation (OSCC)	$4,994,467			$4,994,467	
Table 4	WIA Title I Dislocated Workers (OSCC)		$12,181,898	$12,734,068	$24,915,966	
	Natl Emergency Grants/Rapid Response Set-Aside (OSCC)		$6,076,168	$489,696	$6,565,864	
	Trade Adjustment Assistance (OSCC)		$10,025,172		$10,025,172	
Table 5	WIA Title I Low Income Adults (OSCC)		$14,903,106	$8,562,618	$23,465,724	
	TAFDC Employment Services Programs (OSCC)	$335,344	$16,908		$352,252	
Table 6	TAFDC Comprehensive Integrated Employment Services	$9,962,229	$502,297		$10,464,526	
	TAFDC Additional Employment Services Programs	$8,068,120	$406,796		$8,474,916	
Table 7	Senior Community Service Employment Program (SCSEP)		$12,160,785	$2,540,026	$14,700,811	
Table 8	Community Service Block Grants (CSBG)		$1,561,411		$1,561,411	
	Job Links and Moving to Work (HUD)		$1,814,920		$1,814,920	
	Public Housing/Vouchers Family Self-Sufficiency (HUD)		$2,463,747		$2,463,747	
Table 9	MA Commission for the Blind: Vocational Rehabilitation		$2,880,408		$2,880,408	
	MA Rehabilitation Commission: Vocational Rehabilitation		$19,811,477		$19,811,477	
Table 10	ARRA Demonstrations & State Energy Sector Partnership			$10,650,994	$10,650,994	
	Transitional Workforce Total	$23,360,160	$96,716,212	$41,396,439	$161,472,811	59.5%
INCUMBENT WORKFORCE						
Table 11	Workforce Training Fund Programs	$3,667,400			$3,667,400	
	Extended Care Career Ladder Initiative (ECCLI)	$669,427			$669,427	
	Workforce Competitiveness Trust Fund (WCTF)	$430,000			$430,000	
	Learn-at-Work Program (ARRA/WIA/ABE)	$400,000	$599,953	$999,955	$1,999,908	
	Incumbent Workforce Total	$5,166,827	$599,953	$999,955	$6,766,735	2.5%
ADULT BASIC EDUCATION						
Table 12	ABE/ESOL (DESE ACLS)	$23,710,206	$8,330,989		$32,041,195	11.8%
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		**$63,497,385**	**$141,516,221**	**$66,284,407**	**$271,298,013**	**100%**
	State/Federal Share	23.4%	52.2%	24.4%	100%	
FY2010 PUBLIC HIGHER EDUCATION (Table 13)		$739,438,593	---	$230,270,707	$969,709,300	

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 2: Emerging Workforce

Department of Elementary and Secondary Education

Career/Vocational Technical Education

The count of secondary school students enrolled in career/vocational technical education includes those enrolled in a career/vocational technical education program in public school districts and collaboratives. The count of postsecondary students enrolled in career/vocational technical education includes those enrolled in a career/vocational program in the state's 17 public two-year colleges and in regional vocational technical schools. Career/vocational technical education is funded through a number of local, state, and federal sources, including the Carl D. Perkins Career and Technical Education Improvement Act of 2006 resources listed in Table 2.

MCAS Academic Support Work-and-Learning and One-Stop Career Center Pathways

The Massachusetts Department of Elementary and Secondary Education (ESE) provided state academic support funds for "work and learning" programs on the secondary level which provided instruction in English language arts and mathematics integrated with structured internships for students in the classes of 2003-2010 who have taken and not yet passed the 10th grade Competency Determination, under the Massachusetts Comprehensive Assessment System (MCAS). Schools, workforce development partners, community colleges and other community-based organizations were eligible to apply for these competitively funded grants. In addition, academic support funds supported One-Stop Career Centers which provided options for post-12th grade students who needed further support to attain the skills necessary to pass the MCAS by addressing the unique academic, employment and career needs of those young adults. One-Stop Career Centers working in collaboration with local Workforce Investment Boards and other partners were eligible to apply for these funds.

Connecting Activities

Connecting Activities is a Department of Elementary and Secondary Education led initiative designed to drive and sustain the statewide school-to-career system. Working in partnership with the Executive Office of Labor and Workforce Development, it establishes public-private partnerships through Massachusetts' sixteen local Workforce Investment Boards. It connects schools and businesses to provide structured work-based learning experiences for students that support both academic and employability skill attainment. Through Connecting Activities, students achieve more learning hours by extending the classroom to the workplace while providing them an opportunity to develop strong employability skills on the job.

Table 2: Emerging Workforce

FY2010 Resources and Number Served, by Workforce Area

	Career/Vocational Technical Education Grades 9-12*		Career/Vocational Technical Education Post-Secondary		MCAS Academic Support Work-and-Learning		MCAS Academic Support OSCC Pathways		Connecting Activities Grades 10-12	
Workforce Area	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Berkshire County	$392,311	1,966	$161,106	1,596	$0	0	$0	0	$75,000	390
Boston	$2,005,045	3,689	$612,207	6,440	$240,000	210	$165,000	380	$746,900	2,723
Bristol County	$911,620	5,881	$541,877	5,811	$238,100	270	$54,705	374	$78,300	889
Brockton Area	$549,360	2,368	$246,703	3,284	$96,000	72	$54,999	244	$75,000	289
Cape and Islands	$479,643	2,118	$198,247	2,607	$0	0	$0	0	$75,000	401
Central Mass.	$1,123,644	6,708	$355,313	3,950	$140,182	140	$55,000	50	$75,000	1,296
Franklin/Hampshire	$420,850	1,672	$133,785	1,389	$11,290	20	$54,998	174	$75,000	609
Greater Lowell	$766,355	5,623	$365,388	5,413	$0	0	$0	0	$75,000	237
Greater New Bedford	$424,283	3,505	$0	0	$26,919	25	$57,682	260	$75,000	394
Hampden County	$1,812,822	4,377	$821,058	9,195	$83,703	115	$99,957	425	$143,200	1,272
Merrimack Valley	$924,216	1,281	$483,093	4,677	$14,020	20	$55,000	60	$75,000	296
Metro North	$966,686	2,918	$0	0	$0	0	$55,000	50	$75,000	140
Metro South/West	$1,668,271	6,510	$160,156	3,483	$0	0	$0	0	$111,600	611
North Central Mass.	$533,834	2,621	$289,922	3,108	$50,518	50	$55,000	60	$75,000	1,005
North Shore	$1,130,008	4,027	$380,336	4,949	$0	0	$0	0	$75,000	403
South Shore	$494,582	3,437	$94,417	1,676	$15,000	20	$0	0	$75,000	78
TOTAL	$14,603,530	58,701	$4,843,608	57,578	$915,732	942	$707,341	2,077	$1,980,000	11,033

Information Source: DESE

* Includes Perkins IV formula allocations and grants, including Tech Prep grants.

Funding Notes
Table 2a: Emerging Workforce (continued)
Commonwealth Corporation

WIA Title I Youth Services
Youth Services under the Workforce Investment Act (WIA) provide for comprehensive year-round workforce development services for youth 14–21 years old. Youth services are administered through local workforce boards and coordinated through the One-Stop Career Centers (OSCCs), in collaboration with more than 100 competitively procured service providers across the state. WIA Youth Services include the following elements: 1) tutoring and drop-out prevention strategies, 2) alternative secondary school services, 3) summer employment opportunities, 4) work experience, 5) occupational skill training, 6) leadership development opportunities, 7) supportive services, 8) adult mentoring, 9) follow-up services and 10) comprehensive guidance and counseling. The Commonwealth received additional WIA Youth funding from the American Reinvestment and Recovery Act (ARRA) and were distributed to local regions using the annual formula allocation shares. About three fourths of the $21 million in additional ARRA funds was used to support summer employment opportunities for over 6,800 youth (aged 14-24) during the summer of 2009.

YouthWorks—State Summer Jobs Program
YouthWorks provides funds from a state appropriation that communities use to pay wages to low-income, at-risk youth (aged 14–21) for subsidized summer jobs at public agencies, nonprofit organizations, and private sector settings. Commonwealth Corporation administers the program on behalf of the Executive Office of Labor and Workforce Development (EOLWD). The YouthWorks program is targeted to 25 cities in Massachusetts that exhibit the greatest incidence of juvenile detention and adjudication, cities where low-income youth are especially in need of ensuring access to summer job opportunities. Applications to design and manage local YouthWorks programs are submitted on a cooperative basis between the targeted cities and the local workforce investment board. Services include subsidized employment as well as educational components and career counseling.

Edward Byrne Youth Jobs Program for New Communities
The ARRA/Byrne Youth Jobs Programs for New Communities supported low-income youth placed at risk in subsidized employment in 32 designated Massachusetts communities from September 2009 to April 2010. Funds were appropriated in the American Reinvestment and Recovery Act (ARRA) through the Edward Byrne Memorial Justice Assistance Grant Program administered by the U.S. Department of Justice, Office of Justice Programs. ARRA/Byrne funds were awarded to the Massachusetts Executive Office for Public Safety and Security (EOPSS) and, under an agreement with the Executive Office of Labor and Workforce Development, Commonwealth Corporation (CommCorp) provided grant administration and program oversight. The Commonwealth issued contracts with fourteen of the state's sixteen local workforce boards and their fiscal agents to operate the program.

Bridging the Opportunity Gap (BOG)
The Bridging the Opportunity Gap (BOG) initiative was established in 2006 through an appropriation to the Massachusetts Department of Youth Services (DYS) from the Massachusetts State Legislature and through funding from federal Title 1 transition and reentry funds. DYS and its partner, Commonwealth Corporation, have collaborated on this statewide initiative to address the career readiness and employability needs of DYS clients. The Bridging the Opportunity Gap initiative provides a variety of career development and employment-related services to DYS youth, with a special focus on those returning to their home communities following residential treatment. BOG programs offer comprehensive employability services including career readiness, vocational, and entrepreneurship training, work force certifications and subsidized employment experience. The Bridging the Opportunity Gap initiative programs are administered by grantee organizations that include community and faith based organizations, workforce investment boards and career centers, and vocational technical high schools across the state. The BOG initiative is based on a positive youth development model that is asset-based, culturally responsive, and delivered by personnel with experience in operating youth employability programs.

Table 2a: Emerging Workforce (continued)

FY2010 Resources and Number Served, by Workforce Area

	WIA Title I for Low-Income Youth				YouthWorks State Summer Jobs Program		ARRA/Byrne Youth Jobs Program for New Communities		DYS Bridging the Opportunity Gap Initiative (BOG)		Total Emerging Workforce All Youth Programs ***	
Workforce Area	Formula Resources	ARRA Resources	Year Round *	Summer Only**	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Berkshire County	$249,740	$320,456	75	65	$86,709	45	$49,927	13	$70,256	17	$1,405,505	4,167
Boston	$1,977,200	$2,541,925	443	880	$2,536,500	1,685	$0	0	$100,000	26	$10,924,777	16,476
Bristol County	$1,655,232	$2,131,348	312	714	$307,817	219	$98,848	38	$60,000	26	$6,077,847	14,534
Brockton Area	$683,654	$878,918	208	129	$222,347	127	$57,978	24	$38,040	12	$2,902,999	6,757
Cape and Islands	$606,088	$779,197	107	234	$0	0	$201,219	72	$0	0	$2,339,394	5,539
Central Mass.	$1,518,707	$1,952,478	365	530	$628,641	421	$183,887	82	$61,283	31	$6,094,135	13,573
Franklin/Hampshire	$694,131	$892,388	122	289	$0	0	$97,562	49	$0	0	$2,380,004	4,324
Greater Lowell	$651,951	$838,160	167	365	$307,198	164	$0	0	$30,000	23	$3,034,052	11,992
Greater New Bedford	$1,211,358	$1,557,344	335	418	$281,185	173	$79,559	31	$73,645	13	$3,786,975	5,154
Hampden County	$1,990,571	$2,562,282	746	998	$904,870	576	$262,329	96	$289,257	71	$8,970,049	17,871
Merrimack Valley	$1,149,535	$1,477,863	261	502	$397,004	187	$142,905	38	$120,000	38	$4,838,636	7,360
Metro North	$1,077,279	$1,384,969	230	521	$340,643	300	$915,069	330	$0	0	$4,814,646	4,489
Metro South/West	$584,621	$751,599	90	145	$77,419	42	$229,951	69	$34,113	20	$3,617,730	10,970
North Central Mass.	$753,893	$969,219	135	422	$187,663	111	$47,188	12	$0	0	$2,962,237	7,524
North Shore	$797,005	$1,018,740	147	333	$281,185	153	$204,909	77	$80,233	26	$3,967,416	10,115
South Shore	$820,964	$1,055,446	163	262	$115,819	75	$204,350	80	$25,292	8	$2,900,870	5,799
TOTAL	$16,421,929	$21,112,332	3,906	6,807	$6,675,000	4,278	$2,775,681	1,011	$982,119	311	$71,017,272	146,644

Information Source: CommCorp

* Youth supported with Formula funds, or with formula plus ARRA funds, participated mostly in year round programs, which may include a summer component.

** Majority of ARRA funds spent on summer of 2009 programs and youth in such ARRA-only summer programs reported separately to USDOL.

*** Total number of youth enrollments may include some youth served in more than one funding stream.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 3: Transitional Workforce

One-Stop Career Centers (OSCC) Labor Exchange Resources for Job Seekers and Employers

One-Stop Career Center Funding Sources

One-Stop Career Center (OSCC) services are supported by many funding streams from various federal, state and private sources. Types of services provided by One-Stop Career Centers for individuals include job search assistance and access to online job listings, career counseling, coaching on job search skills, workshops on a variety of job search strategies, access to resources including PCs, reference materials, resume building software, and economic data, networking groups and job clubs, and unemployment insurance walk-in services. Services available to employers at OSCCs include access to qualified job applicants, applicant pre-screening, posting of jobs, assistance with small and large-scale recruitment activities, help planning job fairs, testing and assessment of job candidates, targeted mailings, rental of conference rooms, labor market information, and information on training grants and tax credits. On the following pages, Tables 3 though 5 give an overview of funding available for services that were primarily delivered through the One-Stop Career Center system. Each table has a set of corresponding notes that explain the sources of funding.

One-Stop Career Center State Line Item Grants

In 1994, the Commonwealth received a five-year demonstration grant of $11 million, funded by the USDOL, to pilot competitive One-Stop Career Centers. Boston, Hampden County, and Metro North implemented competitive One-Stop Career Centers in 1995 and participated in the demonstration grant. In 1999, the final year of the grant, Massachusetts received and distributed additional resources for use in the continuing implementation of One-Stop Career Centers in the remaining twelve local areas. Full implementation of One-Stop Career Centers in all workforce investment regions was completed during the first year under the Workforce Investment Act (FY2001). The state legislature supported the three original competitive Career Centers through a $2.75 million grant in FY1998 and FY1999. Since FY2000, the state legislature has continued its support to the original competitive centers and added funding to support the implementation, under WIA, of the One-Stop Career Centers in the remaining workforce areas. Additional resources are often secured by individual Career Centers or the state to support services for specific populations.

State and federal funding sources, including the Workforce Investment Act, require universal access to the services provided through One-Stop Career Centers. The principle of universal access maintains that any individual will have access to the OSCC system and to core employment-related services. Information about job vacancies, career options, student financial aid, relevant employment trends, and instruction on how to conduct a job search, write a resume, or interview with an employer is available to any job seeker in the U.S., or anyone who wants to advance his or her career.

FY2010 Workforce Investment Resources for Local Service Delivery

The Massachusetts Department of Workforce Development's Division of Career Services manages the state's 37 One-Stop Career Centers, with additional branch locations. At the regional level, oversight is provided by local Workforce Investment Boards (WIBs), comprised of business, government, education, labor and community leaders.

WIA Title III (Wagner-Peyser) Employment Services (ES & UI)

Employment Services (ES): Title III of the Workforce Investment Act mandates that federal Wagner-Peyser Employment Service programs are a primary provider, in partnership with WIA Title I, of "universal access" to services at One-Stop Career Centers. The Department of Workforce Development's Division of Career Services administers the Employment Service and is the lead state administrative entity for the One-Stop Career Centers in Massachusetts. In addition to the local allocations from funds designated for statewide and local activities under the Wagner-Peyser Act (90%), an additional allocation to workforce areas is made from the Wagner-Peyser 10% Governor's Reserve. The Commonwealth received additional funds for Wagner-Peyser Employment Services under ARRA and these funds were distributed to local regions using the annual formula allocation shares.

ARRA Reemployment Services

The Commonwealth received ARRA funding for additional Reemployment Services (RES). The funding has been utilized to provide enhanced (more staff-intensive) reemployment services specifically targeted to UI claimants through the One-Stop Career Center system. In providing enhanced reemployment services to claimants, the Commonwealth notifies targeted claimants each week to schedule participation in the Career Center Seminar (CCS). The claimants complete a job readiness inventory as part of the CCS process. Program design includes a one-on-one mini-assessment interview to ascertain whether or not claimants have viable job skills, development of an individual Career Action Plan (CAP) outlining reemployment services claimant participants need to conduct a successful job search, and increased job referral and job development services.

Disability Program Navigator Grants to Improve OSCC Services to the Disabled

The USDOL Program Navigator Grants are designed to enhance access and increase services to customers with disabilities through the One-Stop Career Centers. They focus primarily upon increased employment and self-sufficiency for persons with disabilities by building capacity in each local area and by facilitating access to support services that enable the transition to employment.

One-Stop Career Center Universal Access—Total Served

A variety of employment-related services for employers and job seekers can be accessed through the Commonwealth's thirty-seven One-Stop Career Centers. The total number of job seekers served at One-Stop Career Centers is a tally of all individuals who sought any level of service under any funding stream at a Career Center that was recorded on the Massachusetts One-Stop Employment System database (MOSES). Dislocated workers who completed a service at an off-site location (i.e. a Rapid Response Orientation at a company worksite) are included in the total. Because individuals may access services from more than one area, the sum of the total number served by area is higher than the non-duplicated number of individuals served in the statewide total.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 3: Transitional Workforce

One-Stop Career Centers (OSCCs)

FY2010 Labor Exchange Resources for Job Seeker & Employer Services and Number Served, by Workforce Area

	WIA Title III Wagner-Peyser: Formula		WIA Title III Wagner-Peyser: ARRA		ARRA Reemployment Services	USDOL Disability Program Navigator	One-Stop Career Center State Line Item	Total One-Stop Career Center Universal Access	Total Job Seekers	UI Claimants (subset)	Total Employers
Workforce Area	10% Resources	90% Resources	10% Resources	90% Resources	Resources	Resources	Resources	Resources	# Served	# Served	# Served
Berkshire County	$23,954	$215,584	$5,080	$45,720	$143,139	$28,125	$172,651	$634,252	5,231	2,531	445
Boston	$102,233	$920,099	$21,433	$192,894	$299,746	$28,125	$1,032,341	$2,596,870	19,201	8,465	549
Bristol County	$72,090	$648,814	$15,240	$137,159	$326,087	$28,125	$172,651	$1,400,167	17,487	9,069	627
Brockton Area	$42,521	$382,687	$8,999	$80,989	$183,078	$28,125	$172,651	$899,050	5,720	2,861	615
Cape and Islands	$47,678	$429,104	$10,015	$90,133	$179,836	$28,125	$172,651	$957,543	4,876	2,127	534
Central Mass.	$98,451	$886,059	$20,876	$187,887	$327,836	$28,125	$172,651	$1,721,885	17,074	10,304	1,558
Franklin/Hampshire	$42,979	$386,813	$9,168	$82,513	$157,324	$28,125	$172,651	$879,574	7,375	3,627	1,423
Greater Lowell	$49,168	$442,514	$10,329	$92,964	$216,812	$28,125	$172,651	$1,012,563	9,632	5,362	556
Greater New Bedford	$39,999	$359,994	$8,442	$75,982	$185,652	$28,125	$172,651	$870,846	12,039	4,876	512
Hampden County	$79,884	$718,956	$16,957	$152,617	$300,029	$28,125	$755,086	$2,051,654	29,521	12,627	1,217
Merrimack Valley	$56,847	$511,624	$11,950	$107,550	$282,936	$28,125	$172,651	$1,171,684	14,152	7,471	1,929
Metro North	$131,115	$1,180,037	$27,384	$246,451	$347,133	$28,125	$962,573	$2,922,818	23,447	13,087	1,161
Metro South/West	$150,255	$1,352,297	$31,786	$286,075	$297,132	$28,125	$172,651	$2,318,322	14,495	10,546	706
North Central Mass.	$43,781	$394,033	$9,265	$83,384	$221,303	$28,125	$172,651	$952,543	8,051	4,955	355
North Shore	$71,403	$642,625	$15,071	$135,635	$260,860	$28,125	$172,651	$1,326,370	14,304	7,403	1,305
South Shore	$93,752	$843,768	$19,909	$179,178	$271,097	$28,125	$172,651	$1,608,480	13,424	8,044	618
TOTAL	$1,146,112	$10,315,007	$241,904	$2,177,133	$4,000,000	$450,000	$4,994,467	$23,324,623	211,761	109,164	12,737

Information Source: DCS

* Statewide totals are single counts without duplicates and are not the sum of local area counts, i.e., some job seekers and employers are served by more than one workforce area. Statewide totals also include some pre-layoff services provided by Rapid Response at company sites not included in OSCC counts by workforce area.

Funding Notes

Table 4: Transitional Workforce: (continued)

One-Stop Career Centers (OSCC) Resources for Dislocated Workers, including TAA

WIA Title I Dislocated Workers

Title I of the Workforce Investment Act authorizes USDOL to fund dislocated worker employment and training activities. The Act specifies that dislocated worker employment and training activities will be offered through the One-Stop Career Centers. The amounts shown are the formula funds that were allocated to local areas. Local grants are administered by local Workforce Investment Boards and Title I Fiscal Agents in each of the sixteen workforce investment areas; services are provided through the One-Stop Career Centers. The Division of Career Services (DCS) oversees the Title I formula grants for adults and dislocated workers. The Commonwealth received additional funds for WIA dislocated worker activities under ARRA and these funds were distributed to local regions using the annual formula allocation shares.

National Emergency Grants (NEGs)

USDOL provides WIA Title I discretionary grants on a competitive application basis for local services to dislocated workers affected by mass layoffs and plant closings. DCS, in conjunction with the affected company, the affected workforce, the local Workforce Investment Board and the Title I fiscal Agent, develops applications for NEGs. NEG grants typically last 24 months or more and provide a range of reemployment services customized to the affected workforce. The amounts shown are the funds that were expended or obligated during the fiscal year.

Rapid Response Set-Aside

Of the state's WIA Title I Dislocated Worker allotment, 25% is reserved to provide statewide Rapid Response assistance to workers dislocated in mass layoffs and plant closings. Statewide Rapid Response Services, administered by DCS, includes regional teams that initiate on-site services as soon as information about a layoff is received. On-site services include orientation meetings to provide workers with information about OSCC services, resume preparation assistance, unemployment insurance information, and referral to additional services at One-Stop Career Centers. Rapid Response Set-Aside Grants are funds set-aside for local areas to access when Dislocated Worker formula funding is not adequate to meet demand due to mass layoffs or plant closings. Set-aside funds can be accessed to offer services to larger layoff groups while a national emergency grant is being prepared and considered by USDOL. The amounts shown are the funds expended during the fiscal year. In addition, from the Rapid Response 25% reserve of ARRA Dislocated Worker funds, DCS has made available $2.8 million in Rapid Response Supplemental funding. ARRA funds are being provided to expand training opportunities to a greater number of dislocated workers including UI claimants, RES participants and Veterans. Supplemental Rapid Response funding will be made available to local areas for the sole purpose of providing direct training services for dislocated workers and support services and/or needs-related payments to dislocated workers. The amounts shown reflect actual accrued expenditures for the FY2010; funds are available through June 30, 2011.

Trade Adjustment Assistance (TAA)

The Trade Adjustment Assistance (TAA) Act included provisions for USDOL to make training adjustment assistance funds available to workers laid off from firms certified by USDOL as experiencing declines in production due to competition of imports or due to U.S. firms shifting production to non-U.S. locations. ARRA reauthorized the TAA program and significantly raised the annual cap on funding, but did not directly provide additional resources. TAA funding comes from the Federal Unemployment Benefits and Allowances Fund (FUBA.) The amounts shown reflect actual TAA expenditures for the fiscal year. These resources are accessed by impacted workers through One-Stop Career Centers.

Table 4: Transitional Workforce (continued)

One-Stop Career Centers (OSCCs)

FY2010 Resources for Dislocated Workers and Number Served, by Workforce Area

	WIA Title I for Dislocated Workers			NEGs: National Emergency Grants *	Rapid Response Set-Aside	Total NEG & Rapid Response Set Aside**		ARRA Rapid Response Supplement	Trade Adjustment Assistance (TAA)		Total Dislocated Workers***
Workforce Area	Formula Resources	ARRA Resources	# Served	Resources	Resources	Resources	# Served	Resources	Resources	# Served	Resources
Berkshire County	$360,584	$379,476	403	$0	$0	$0	0	$0	$232,281	87	$972,341
Boston	$889,279	$919,400	404	$0	$18,939	$18,939	46	$159,608	$538,452	157	$2,525,678
Bristol County	$1,085,407	$1,100,223	1,402	$443,812	$0	$443,812	309	$175,759	$2,406,974	735	$5,212,175
Brockton Area	$622,495	$637,977	223	$0	$0	$0	11	$0	$276,924	111	$1,537,396
Cape and Islands	$494,585	$522,097	239	$0	$0	$0	3	$0	$-	0	$1,016,682
Central Mass.	$1,020,843	$1,087,489	603	$0	$0	$0	50	$0	$442,754	150	$2,551,086
Franklin/Hampshire	$389,821	$448,239	371	$0	$0	$0	0	$0	$559,396	111	$1,397,456
Greater Lowell	$587,167	$620,149	570	$559,373	$63,601	$622,974	285	$0	$395,463	138	$2,225,753
Greater New Bedford	$638,331	$696,554	828	$0	$233,010	$233,010	286	$23,479	$383,806	217	$1,975,180
Hampden County	$942,879	$1,046,740	944	$0	$62,971	$62,971	186	$4,795	$1,209,775	364	$3,267,160
Merrimack Valley	$830,805	$930,860	517	$0	$37,877	$37,877	450	$0	$1,583,738	407	$3,383,280
Metro North	$1,046,425	$1,026,366	700	$0	$21,541	$21,541	261	$64,855	$686,889	110	$2,846,076
Metro South/West	$956,279	$935,954	797	$3,106,849	$1,528,195	$4,635,044	487	$0	$664,245	163	$7,191,522
North Central Mass.	$601,786	$719,475	344	$0	$0	$0	2	$0	$421,331	144	$1,742,592
North Shore	$747,969	$716,928	505	$0	$0	$0	2	$61,200	$190,582	40	$1,716,679
South Shore	$967,243	$946,141	334	$0	$0	$0	6	$0	$32,562	28	$1,945,946
TOTAL	$12,181,898	$12,734,068	9,184	$4,110,034	$1,966,134	$6,076,168	2,384	$489,696	$10,025,172	2,962	$41,507,002

Information Source: DCS

* Some NEG grants include funds to provide training vouchers to participants from multiple workforce areas. The trainees are counted in the workforce area where they received services but the training voucher expenditures are counted only in the area that administers the NEG grant.

** NEG and Rapid Response Set Aside resources are combined because these funds typically serve a given population in succession, starting with Rapid Response Set Aside funds. An individual may receive services from one or both funding streams.

*** The workers served in Dislocated Worker/TAA programs are included in the overall OSCC job seeker count on Table 3.

Funding Notes

Table 5: Transitional Workforce: (continued)

One-Stop Career Centers (OSCC) Resources for Low Income Adults & TAFDC Recipients

WIA Title I Low Income Adults

Title I of the Workforce Investment Act authorizes USDOL to fund employment and training activities for low-income (economically disadvantaged) adults. The Department of Workforce Development's Division of Career Services (DCS) administers the Title I formula grants for adults and dislocated workers, and the amounts allocated to each local area is presented in Table 5. Local grants are administered by local Workforce Investment Boards and Title I Fiscal Agents in each of the sixteen workforce investment areas and services are provided through the One- Stop Career Centers. The Commonwealth received additional funds for WIA Adult activities under ARRA and these funds were distributed to local regions using the annual formula allocation shares.

Department of Transitional Assistance-Employment Services Program (ESP)

The Employment Services Program (ESP) is a statewide program administered by the Department of Transitional Assistance (DTA) to assist recipients of Transitional Aid to Families with Dependent Children (TAFDC) in transitioning to employment that will provide them with economic self-sufficiency. The programs are supported by both state funds as well as the federal Temporary Assistance to Needy Families (TANF). The ESP programs listed in the following Table 5 through Table 6a are provided to all DTA clients.

Skills Training and Education for TAFDC Recipients (ESP)

DTA contracts with the sixteen Workforce Investment Areas statewide to provide direct services or to sub-contract with a variety of community-based agencies, schools and non-profit organizations to provide Vocational Education and Training, Literacy Improvement, job placement services and post employment services for TAFDC clients. Training programs are predominantly short-term (4-12 weeks). This program operated in the first quarter of FY2010; services have been incorporated in the Comprehensive Integrated Employment Services initiative (see table 6.)

Post Employment Services for TAFDC Recipients (ESP)

Services are provided for current and former TAFDC recipients (up to 12 months after case closes) and are designed to eliminate barriers to employment, increase usage of transitional benefits, promote long-term workforce retention, expedite re-employment and enhance career advancement. This program operated in the first quarter of FY2010; services have been incorporated in the Comprehensive Integrated Employment Services initiative (see Table 6.)

Table 5: Transitional Workforce (continued)

One-Stop Career Centers (OSCCs)

FY2010 Resources for Low-Income Adults and TAFDC Recipients and Number Served, by Workforce Area

	WIA Title I for Low-Income Adults			Skills Training & Education Services for TAFDC Recipients		Post Placement Services for TAFDC Recipients		Total Low-Income & TAFDC Adults*
Workforce Area	Formula Resources	ARRA Resources	# Served	Resources	# Served	Resources	# Served	Resources
Berkshire County	$222,056	$127,980	164	$18,728	15	$0	0	$368,764
Boston	$1,631,890	$937,478	424	$30,433	14	$28,501	51	$2,628,302
Bristol County	$1,581,220	$908,147	726	$16,387	10	$5,750	27	$2,511,504
Brockton Area	$631,892	$363,307	120	$0	0	$0	0	$995,199
Cape and Islands	$618,479	$355,219	176	$7,023	4	$6,520	21	$987,241
Central Mass.	$1,365,125	$784,090	265	$2,341	15	$17,612	31	$2,169,168
Franklin/Hampshire	$348,733	$200,734	79	$9,365	10	$0	0	$558,832
Greater Lowell	$615,498	$353,509	111	$39,797	18	$8,015	27	$1,016,819
Greater New Bedford	$1,134,126	$651,578	288	$4,682	8	$0	0	$1,790,386
Hampden County	$1,849,475	$1,062,441	688	$46,820	25	$37,344	106	$2,996,080
Merrimack Valley	$1,073,024	$616,776	251	$9,364	20	$0	0	$1,699,164
Metro North	$1,020,863	$586,454	377	$11,705	11	$9,301	48	$1,628,323
Metro South/West	$448,583	$257,392	75	$7,023	4	$0	0	$712,998
North Central Mass.	$742,175	$426,445	167	$16,387	14	$0	0	$1,185,007
North Shore	$779,432	$448,211	317	$2,341	6	$16,813	18	$1,246,797
South Shore	$840,535	$482,857	247	$0	0	$0	0	$1,323,392
TOTAL	$14,903,106	$8,562,618	4,475	$222,396	174	$129,856	329	$23,817,976
Information Source:	DCS			DTA ESP		DTA ESP		

* The adults served in WIA Low-Income Adult and DTA ESP TAFDC programs are included in the overall OSCC job seeker count on Table 3.

Funding Notes

Table 6: Transitional Workforce: (continued)

Department of Transitional Assistance-Employment Services Program (ESP)

The Employment Services Program (ESP) is a statewide program administered by the Department of Transitional Assistance (DTA) to assist recipients of Transitional Aid to Families with Dependent Children (TAFDC) in transitioning to employment that will provide them with economic self-sufficiency. The programs are supported by both state funds as well as the federal Temporary Assistance to Needy Families (TANF). The following ESP programs are provided to all DTA clients.

Competitive Integrated Employment Services (CIES)

Employment Ready (CIES Model I)

The Employment Ready component is designed to help TAFDC clients adapt to the work environment and to the job search process in a structured and supportive atmosphere. It is geared to serve individuals who have work experience or who are returning to the labor market after an absence of not more than two years. Employment Ready is a program that helps participants obtain and maintain employment. Employment Ready is an intensive 20-30 hour per week activity. The duration of the activity will vary by provider. It includes job readiness, job search skills instruction and practice, case management and staff directed job search activities in a comprehensive supportive delivery system that leads to successful job placement. It may also include a skills training activity.

Employment Training and Education (CIES Model II)

The Employment Training and Education component is specifically designed to serve clients with minimal barriers to employment. The range of training services include: initial activities which are predominantly short-term (average 4-12 weeks in duration). Examples of such activities include: Business Skills Training, Child Care Training, Clerical Training and training Certified Nurse's Aide (CNA), Computer/Data Entry Clerk, Customer Service, Dental Assistants, Electronics Assembly, Food Services, Home Health Aide, Legal Secretary, and Medical Office Skills. Clients may then be placed in work sites where they can earn wages.

Employment Supports (CIES Model III)

The Employment Supports component is specifically designed to serve clients with moderate barriers to employment. The program components include Employment Supports Services, Employment Supports Work, Job Placement, Employment/ Retention services, and follow-up services. The range of services which are short-term programs average 4-12 weeks in duration. Depending on the vendor, clients may be placed in highly supportive work sites where they can earn wages in addition to receiving a reduced TAFDC grant while transitioning into an unsubsidized job.

Enhanced Employment Supports (CIES Model IV)

The Enhanced Employment Supports component is specifically designed to serve clients with significant barriers to employment. Providers utilize an individualized approach that assists clients in reaching self-sufficiency through comprehensive assessment, job placement with initial employment services and ongoing support services. The initial activities are short-term (average 4-12 weeks in duration). Clients who have been unable to meet the criteria of other ESP programs or who have been unsuccessful in those programs may be appropriate for the more intensive services offered to obtain and maintain employment.

Table 6: Transitional Workforce (continued)

Employment Services Program for TAFDC Recipients

FY2010 Comprehensive Integrated Employment Services (CIES) Resources and Number Served, by Workforce Area

	CIES Model 1 Employment Ready		CIES Model 2 Employment Training and Education		CIES Model 3 Employment Supports		CIES Model 4 Enhanced Employment Supports		Total CIES	
Workforce Area	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Berkshire County	$42,000	31	$34,252	18	$40,807	13	$0	0	$117,059	62
Boston	$286,628	247	$423,697	241	$851,983	339	$239,538	62	$1,725,821	889
Bristol County	$174,153	139	$125,281	74	$320,589	108	$118,157	21	$738,180	342
Brockton Area	$185,978	87	$89,305	63	$208,210	93	$38,817	4	$522,310	247
Cape and Islands	$71,070	45	$64,531	45	$75,413	33	$0	0	$211,014	123
Central Mass.	$202,456	92	$205,915	148	$499,964	210	$39,186	10	$947,521	460
Franklin/Hampshire	$22,067	13	$18,148	10	$71,827	20	$7,627	1	$119,669	44
Greater Lowell	$113,324	76	$125,328	71	$288,326	105	$40,481	12	$567,459	264
Greater New Bedford	$180,507	136	$145,374	100	$381,462	162	$0	0	$707,343	398
Hampden County	$359,432	260	$286,251	190	$845,793	339	$212,189	40	$1,703,665	829
Merrimack Valley	$137,376	95	$137,058	80	$336,496	125	$28,710	8	$639,640	308
Metro North	$236,047	161	$174,718	110	$429,297	171	$107,838	27	$947,900	469
Metro South/West	$31,385	23	$14,508	15	$74,428	36	$13,548	2	$133,869	76
North Central Mass.	$29,498	21	$86,921	62	$138,189	63	$59,290	13	$313,898	159
North Shore	$246,704	174	$156,243	98	$404,603	155	$71,169	17	$878,719	444
South Shore	$17,880	12	$20,081	12	$50,630	17	$25,843	7	$114,434	48
TOTAL	$2,336,505	1,612	$2,107,611	1,337	$5,018,017	1,989	$1,002,393	224	$10,464,526	5,162

Information Source: DTA ESP

* Resources have been assigned to primary location of vendor/provider; in some cases services are provided across WIB boundaries.

Funding Notes

Table 6a: Transitional Workforce: (continued)

Department of Transitional Assistance-Employment Services Program (ESP)

Additional Employment Services for TAFDC Recipients

In addition to Comprehensive Integrated Employment Services, DTA supports additional services across a spectrum of workforce development service providers and community-based organizations.

Young Parents Program

The DTA Employment Service Program (ESP) contracts with various community-based public/nonprofit organizations to implement the Young Parents Program (YPP) at numerous locations throughout the state. YPP serves pregnant and/or parenting TANF recipients between the ages of 14 and 21 who have not attained a high school diploma or its equivalent. YPP services include assessment, adult basic education, preparation for General Education Diploma (GED) testing, life and parenting skills, counseling, prevocational activities, job development, job placement and follow-up services.

Refugees and Immigrants

The Office of Refugees and Immigrants (ORI) program provides Job Search/Job Readiness services (JSJR) and Post-Employment Services (PES) to non-English, non-Spanish speaking TAFDC clients who are former refugees and/or recent immigrants with a wide range of cultural and linguistic barriers to employment. The clients are provided services in their native language and service providers use culturally sensitive approaches to overcoming barriers to employment. Activities included are: assessment, job search, ESOL instruction, job matching and job development, job placement and post employment services.

Supported Work Providers

The DTA Employment Service Program (ESP) contracts with community-based public/non-profit organizations to serve recipients with considerable barriers to employment. The Supported Work Program places recipients in highly supportive work sites where they earn subsidized wages in addition to receiving a reduced TAFDC grant while transitioning into an unsubsidized job. The program components are Job Search/Job Readiness (JSJR) (30–90 days); worksite placement (2–5 months); job placement and follow-up services that include English for employment/employment retention for up to one year (30–90 days after entering unsubsidized employment).

Transportation

DTA's Transportation program offers transportation assistance to TAFDC clients moving into the labor force. While participating in ESP approved activities, TAFDC clients are eligible to be reimbursed (up to a maximum amount determined by policy), receive a gas card or commuter check, or participate in a car ownership component when traveling to education and training sites while looking for a job. For a client who is employed at least 20 hours per week, a former recipient who is employed and closed due to earnings or a former recipient who was in an ESP education and training program when he or she reaches the end of the 24-month period, eligibility for transportation services is limited to 60 days.

Community College Vocational Education and Training Program

Under an Interagency Service Agreement with the Massachusetts Community Colleges Executive Office, the Education That Works Program (ETWP) provides certificate and non-certificate short-term (4–16 weeks duration) training programs integrating academic and occupational learning as well as providing assistance with job placements.

Table 6a: Transitional Workforce (continued)

Employment Services Program for TAFDC Recipients

FY2010 Additional Employment Services Program Resources and Number Served, by Workforce Area

	Young Parents Program		Refugees and Immigrants		Supported Work Providers		Transportation		Community College Voucher Program		Total Additional ESP*	
Workforce Area	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Berkshire County	$91,900	17	$0	0	$0	0	$0	0	$0	0	$91,900	17
Boston	$85,300	37	$150,600	90	$43,000	43	$0	0	$158,210	50	$437,110	220
Bristol County	$436,300	91	$0	0	$40,000	40	$0	0	$82,560	33	$558,860	164
Brockton Area	$165,000	32	$0	0	$0	0	$0	0	$0	0	$165,000	32
Cape and Islands	$53,000	10	$0	0	$0	0	$0	0	$113,130	34	$166,130	44
Central Mass.	$305,600	76	$124,600	50	$0	0	$0	0	$0	0	$430,200	126
Franklin/Hampshire	$37,800	10	$0	0	$0	0	$0	0	$0	0	$37,800	10
Greater Lowell	$108,700	30	$0	0	$71,000	71	$0	0	$223,910	70	$403,610	171
Greater New Bedford	$315,900	57	$0	0	$71,000	71	$0	0	$0	0	$386,900	128
Hampden County	$1,613,000	315	$153,000	107	$70,000	70	$0	0	$335,840	99	$2,171,840	591
Merrimack Valley	$686,200	149	$0	0	$22,000	22	$0	0	$0	0	$708,200	171
Metro North	$218,900	40	$44,400	22	$36,000	36	$0	0	$140,910	42	$440,210	140
Metro South/West	$37,100	7	$0	0	$0	0	$0	0	$0	0	$37,100	7
North Central Mass.	$78,000	14	$0	0	$0	0	$0	0	$0	0	$78,000	14
North Shore	$186,700	40	$63,000	39	$0	0	$0	0	$0	0	$249,700	79
South Shore	$83,900	18	$0	0	$3,000	3	$0	0	$0	0	$86,900	21
Statewide Services	na	na	$95,644	na	na	na	$1,929,812	4,359	na	na	$2,025,456	4,359
TOTAL	$4,503,300	943	$631,244	308	$356,000	356	$1,929,812	4,359	$1,054,560	328	$8,474,916	6,294

Information Source: DTA ESP

* Resources have been assigned to primary location of vendor/provider; in some cases services are provided across WIB boundaries.

Funding Notes

Table 7: Transitional Workforce: (continued)

Executive Office of Elder Affairs

Senior Community Service Employment Program (SCSEP)

The U.S. Department of Labor (USDOL) funds SCSEP under the Older Americans Act of 1965, as reauthorized in 2006, to provide low-income individuals 55 years or older with subsidized work experience and community service training leading to unsubsidized employment. Massachusetts is currently allotted 1,261 SCSEP participant slots (individuals to be trained) at a unit cost of $9,644/year (unadjusted for regional cost differences) to be administered through five service providers. The distribution of SCSEP funds/slots to counties is determined based on the eligible senior population in the census data of each county. Individuals age 55 and over, with multiple barriers to employment and who have income at or below 125% of the poverty level are eligible to participate in SCSEP programs. The Older Americans Act requires that eligible persons have reasonably equal geographical access to the SCSEP. The term “equitable share” refers to the number of eligible SCSEP positions allocated within an area, based on census information, and the “difference with equitable share” is the discrepancy between the number of allocated positions and filled positions. New and vacant positions within the state are reallocated to reduce or eliminate such discrepancies. The five providers include one state provider—the Massachusetts Executive Office of Elder Affairs (EOEA)—and four national providers: 1) Senior Services America, Inc., 2) the National Senior Network, 3) the Urban League and 4) the National Asian Pacific Center on Aging. There is at least one provider in every county. Funding to the national providers is awarded directly by USDOL and administered independently by these organizations. The Commonwealth and the four national providers operating in Massachusetts received additional funding under the American Recovery and Reinvestment (ARRA.) The slot and funding levels are shown on Table 7a.

Table 7: Transitional Workforce (continued)

Senior Community Service Employment Program (SCSEP)

FY2010 Formula Allocation Resources and Number of Participant Slots, by County

	SCSEP Equitable Share	State Allotment Executive Office of Elder Affairs Local Contractors		National SCSEP Grantees								Massachusetts SCSEP Totals	
				Senior Service America, Inc.		National Senior Network		Urban League		National Asian Pacific Center on Aging			
County*	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots
Barnstable County	50	$0	0	$482,330	50	$0	0	$0	0	$0	0	$482,330	50
Berkshire County	34	$221,564	23	$154,346	16	$0	0	$0	0	$0	0	$375,910	39
Bristol County	138	$9,633	1	$1,331,232	138	$0	0	$0	0	$0	0	$1,340,865	139
Dukes County	3	$0	0	$28,940	3	$0	0	$0	0	$0	0	$28,940	3
Essex County	148	$337,162	35	$0	0	$1,080,420	112	$0	0	$0	0	$1,417,582	147
Franklin County	15	$0	0	$163,992	17	$0	0	$0	0	$0	0	$163,992	17
Hampden County	108	$366,062	38	$704,202	73	$0	0	$0	0	$0	0	$1,070,264	111
Hampshire County	22	$57,799	6	$202,579	21	$0	0	$0	0	$0	0	$260,378	27
Middlesex County	223	$616,526	64	$0	0	$1,369,819	142	$0	0	$77,154	8	$2,063,499	214
Nantucket County	1	$0	0	$9,647	1	$0	0	$0	0	$0	0	$9,647	1
Norfolk County	98	$192,664	20	$0	0	$0	0	$540,210	56	$125,375	13	$858,249	89
Plymouth County	76	$202,297	21	$549,856	57	$0	0	$0	0	$0	0	$752,153	78
Suffolk County	190	$134,865	14	$0	0	$0	0	$1,311,939	136	$385,769	40	$1,832,573	190
Worcester County	155	$337,163	35	$1,167,240	121	$0	0	$0	0	$0	0	$1,504,403	156
TOTAL	**1,261**	**$2,475,735**	**257**	**$4,794,364**	**497**	**$2,450,239**	**254**	**$1,852,149**	**192**	**$588,298**	**61**	**$12,160,785**	**1,261**

Information Source: EOEA

*Note: Resources in this table are shown by county for federal Program Year 2009.

Table 7a: Transitional Workforce (continued)

Senior Community Service Employment Program (SCSEP)

FY2010 American Recovery and Reinvestment Act (ARRA) Resources and Number of Participant Slots, by County

	SCSEP Equitable Share	State Allotment Executive Office of Elder Affairs Local Contractors		National SCSEP Grantees								Massachusetts SCSEP Totals	
				Senior Service America, Inc.		National Senior Network		Urban League		National Asian Pacific Center on Aging			
County*	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots
Barnstable County	11	$0	0	$96,627	11	$0	0	$0	0	$0	0	$96,627	11
Berkshire County	7	$47,870	5	$35,137	4	$0	0	$0	0	$0	0	$83,007	9
Bristol County	30	$0	0	$281,097	32	$0	0	$0	0	$0	0	$281,097	32
Dukes County	1	$0	0	$8,784	1	$0	0	$0	0	$0	0	$8,784	1
Essex County	32	$76,592	8	$0	0	$251,087	26	$0	0	$0	0	$327,679	34
Franklin County	3	$0	0	$26,353	3	$0	0	$0	0	$0	0	$26,353	3
Hampden County	24	$67,018	7	$149,333	17	$0	0	$0	0	$0	0	$216,351	24
Hampshire County	5	$9,574	1	$43,921	5	$0	0	$0	0	$0	0	$53,496	6
Middlesex County	48	$134,037	14	$0	0	$260,744	27	$0	0	$18,982	2	$413,763	43
Nantucket County	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0
Norfolk County	21	$38,296	4	$0	0	$0	0	$96,601	10	$28,473	3	$163,370	17
Plymouth County	17	$47,870	5	$114,196	13	$0	0	$0	0	$0	0	$162,066	18
Suffolk County	41	$28,722	3	$0	0	$0	0	$289,802	30	$75,929	8	$394,453	41
Worcester County	34	$67,018	7	$245,960	28	$0	0	$0	0	$0	0	$312,978	35
TOTAL	**274**	**$516,999**	**54**	**$1,001,409**	**114**	**$511,831**	**53**	**$386,402**	**40**	**$123,385**	**13**	**$2,540,026**	**274**

Information Source: EOEA

*Note: Resources in this table are shown by county for federal Program Year 2009.

Table 7b: Transitional Workforce (continued)

Senior Community Service Employment Program (SCSEP)

FY2010 Formula Allotment and ARRA Resources and Number of Participant Slots, by Workforce Area

	State Allotment Executive Office of Elder Affairs Local Contractors		National SCSEP Grantees								Massachusetts SCSEP Totals	
			Senior Service America, Inc.		National Senior Network		Urban League		National Asian Pacific Center on Aging			
Workforce Area*	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots
Berkshire County	$269,442	28	$189,714	20	$0	0	$0	0	$0	0	$459,157	48
Boston	$134,721	14	$0	0	$0	0	$1,360,499	141	$394,311	41	$1,889,531	196
Bristol County	$9,623	1	$1,062,400	112	$0	0	$0	0	$0	0	$1,072,023	113
Brockton Area	$105,852	11	$313,029	33	$0	0	$28,947	3	$9,617	1	$457,445	48
Cape and Islands	$0	0	$626,057	66	$0	0	$0	0	$0	0	$626,057	66
Central Mass.	$288,688	30	$1,005,486	106	$0	0	$0	0	$0	0	$1,294,174	136
Franklin/Hampshire	$76,984	8	$464,800	49	$0	0	$0	0	$0	0	$541,784	57
Greater Lowell	$134,721	14	$0	0	$299,102	31	$0	0	$19,235	2	$453,057	47
Greater New Bedford	$28,869	3	$550,172	58	$0	0	$0	0	$0	0	$579,040	61
Hampden County	$433,032	45	$853,715	90	$0	0	$0	0	$0	0	$1,286,747	135
Merrimack Valley	$182,836	19	$0	0	$588,555	61	$0	0	$0	0	$771,390	80
Metro North	$356,049	37	$0	0	$713,984	74	$241,223	25	$105,791	11	$1,417,047	147
Metro South/West	$394,540	41	$18,971	2	$569,258	59	$366,659	38	$125,025	13	$1,474,454	153
North Central Mass.	$125,098	13	$369,943	39	$48,242	5	$0	0	$0	0	$543,283	57
North Shore	$230,951	24	$0	0	$742,930	77	$0	0	$0	0	$973,880	101
South Shore	$221,328	23	$341,486	36	$0	0	$241,223	25	$57,704	6	$861,741	90
TOTAL	**$2,992,734**	**311**	**$5,795,773**	**611**	**$2,962,070**	**307**	**$2,238,551**	**232**	**$711,683**	**74**	**$14,700,811**	**1,535**

Information Source: EOEA

*Note: Federal PY2009 allocations by county have been translated into workforce areas by proportional share of Census population figures.

Funding Notes

Table 8: Transitional Workforce: (continued)

Department of Housing and Community Development (DHCD)

Community Service Block Grants (CSBG) Funds—Employment and Training Activities

The federal Community Service Block Grant (CSBG) to Massachusetts provides assistance to local communities, working through a network of 24 Massachusetts Community Action Agencies, for reduction of poverty, revitalization of low-income communities, and empowerment of low-income families and individuals (with income up to 200% of federal poverty level) in rural and urban areas to become fully self-sufficient. Additional objectives are to:

1. provide services and activities having a measurable and potential major impact on causes of poverty in the community or those areas of the Commonwealth where poverty is a particularly acute problem;
2. provide activities designed to assist low-income participants, including the elderly poor, to: secure and retain meaningful employment; attain an adequate education; make better use of available income; obtain and maintain adequate housing and a suitable living environment; obtain emergency assistance through loans and grants to meet immediate and urgent individual and family needs, including health services, nutritious food, housing, and employment-related assistance; remove obstacles and solve problems which block the achievement of self-sufficiency; achieve greater participation in affairs of the community; and make more effective use of other related programs;
3. provide on an emergency basis for the provision of such supplies and services, nutritious food, and related services, as may be necessary to counteract conditions of starvation and malnutrition among the poor; and
4. coordinate and establish linkages between government and other social services programs to assure the effective delivery of such services to low-income individuals.

Employment and training activities are allowed under CSBG but are not mandated. Though CAAs typically provide such programs, activities may be funded entirely through non-CSBG sources. There are 24 CAAs in Massachusetts, most of which report employment and training activities supported by CSBG funds. The number served by CSBG funded employment related programs represent individuals who received direct services and/or represent the total number served in programs that received operational support from CSBG funds, as reported by CAAs through an annual survey to the Department of Housing and Community Development.

In addition to the annual formula allocation, Massachusetts received a Community Service Block Grant of almost $25 million under the American Recovery and Reinvestment Act (ARRA). The Commonwealth's Community Action Agencies used the funds for a variety of services and activities, creating/retaining over 440 full-time equivalent staff positions and serving over 60,000 individuals. The grant period extended through September 30, 2010 and the annual report for the grant is not yet available; the breakdown of education, employment and training resources cannot be included in this edition of the Profiles.

DHCD Programs Supported by U.S. Department of Housing and Urban Development (HUD)

Job Links

Job Links is a program operated in collaboration with the Department of Transitional Assistance that supports families making the transition from public assistance to employment by providing tenant-based rental assistance for families that engage in work or occupational training activities that lead to employment. The program is part of the national Welfare-to- Work Housing Voucher Program that was authorized by Congress in 2000. There has been no additional funding in recent years and the number of vouchers has steadily declined as the program phases out. DHCD's Division of Public Housing and Rental Assistance contracts with residential housing agencies to administer the portfolio of vouchers.

FY2010 Workforce Investment Resources for Local Service Delivery

Moving to Work

The Moving to Work initiative is a HUD demonstration project designed to foster the transition to work and economic self-sufficiency among families receiving public assistance and living in publicly subsidized housing. The program provides annual stipends to working families, $10,000 to Boston area families and $5,500 to Worcester area participants. A portion of the stipend must be used for rent, a portion is held in escrow for the family to be made available at the end of the program if housing and employment goals are met by the family, and a portion is used to provide work support needs such as child care, transportation and training.

Public Housing and Housing Choice Voucher Family Self-Sufficiency Grants

Family Self-Sufficiency (FSS) is a HUD program that encourages communities to develop local strategies to help Housing Choice voucher families obtain employment that will lead to economic independence and self-sufficiency. Housing agencies work with welfare agencies, schools, businesses and other partners to develop a comprehensive program that give participating voucher family members the skills and experience to obtain employment that pays a living wage. Six public housing agencies provide such services under the separate public housing FSS program for public housing residents. The grants provide funding for FSS program coordinators to assist public housing agencies in operating FSS programs.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 8: Transitional Workforce (continued)

Department of Housing and Community Development (DHCD) Employment Services

FY2010 Community Service Block Grants & Housing and Urban Development Resources and Number Served, by Workforce Area

	Community Service Block Grants (CBDG) at CAAs					Job Links (HUD) Housing Vouchers for Work and Training		Moving to Work Work Support Stipends (HUD)		Housing Choice Vouchers & Public Housing Family Self-Sufficiency Grants (HUD)***
	CSBG Funds Spent on Employment & Training*	Additional CAA Funds for Empl. & Trng Pgms**	Obtained or Upgraded Employment	Completed Skills Certificate or Diploma	Completed ABE or GED Program					
Workforce Area	Resources	Resources	# Served	# Served	# Served	Resources	# Served	Resources	# Served	Resources
Berkshire County	$19,374	$0	0	0	6	$28,968	6			$0
Boston	$1,046,480	$2,724,752	596	949	191	$197,295	15	$600,000	61	$261,792
Bristol County	$74,485	$1,613,200	0	421	0	$0	0			$127,586
Brockton Area	$15,807	$0	14	37	0	$10,802	1			$68,000
Cape and Islands	$0	$0	10	64	1	$25,896	3			$0
Central Mass.	$55,526	$1,104,075	487	45	65	$169,444	22	$610,000	122	$195,500
Franklin/Hampshire	$0	$135,516	33	145	9	$0	0			$109,814
Greater Lowell	$45,000	$512,316	43	42	31	$70,182	7			$127,638
Greater New Bedford	$20,856	$0	0	45	20	$0	0			$0
Hampden County	$26,902	$0	4	179	3	$6,490	1			$95,033
Merrimack Valley	$28,300	$215,407	30	209	24	$30,078	3			$112,401
Metro North	$43,408	$0	55	139	0	$65,765	5			$503,645
Metro South/West	$2,325	$193,923	188	47	13	$0	0			$203,264
North Central Mass.	$5,000	$205,492	48	67	45	$0	0			$98,032
North Shore	$156,530	$125,987	176	1,088	213	$0	0			$154,095
South Shore	$21,418	$0	0	138	26	$0	0			$237,942
Statewide	na	na	na	na	na	na	na	na	na	$169,005
TOTAL	$1,561,411	$6,830,668	1,684	3,615	647	$604,920	63	$1,210,000	183	$2,463,747
Information Source:	DHCD OCS					DHCD Special Programs				HUD

* Resources have been assigned by the primary location of the Community Action Agency. Information based on 2010 survey for year ending 09/30/2009.

** Additional federal and state resources in Community Action Agencies' budgets for employment and training; non-add sources of funding listed as part of other tables.

*** USHUD Family Self-Sufficiency grants provide funds for local employment and training coordinators.

Funding Notes

Table 9: Transitional Workforce: (continued)

Massachusetts Commission for the Blind;
Massachusetts Rehabilitation Commission

Massachusetts Commission for the Blind (MCB)

The Massachusetts Commission for the Blind (MCB) provides a wide range of social and rehabilitation services to legally blind Massachusetts residents of all ages. Agency services may address a number of varied needs of an individual blind person. The agency's Vocational Rehabilitation Program is designed to provide vocational rehabilitation services to enable eligible legally blind individuals to obtain and maintain gainful employment. Services include consumer evaluation, education (including tuition, fees, and books), training, provision of adaptive equipment and use of assistive technology, information on job opportunities and job placement. The program has a Technology Unit that provides rehabilitation engineering services as well as adaptive equipment.

Massachusetts Rehabilitation Commission (MRC)

The Massachusetts Rehabilitation Commission (MRC) is responsible for Vocational Rehabilitation Services, Community Services, and eligibility determination for the Social Security Disability Insurance (SSDI) and the Supplemental Security Income (SSI). MRC's Vocational Rehabilitation Program assists individuals with disabilities to obtain and maintain employment. The program helps individuals with physical, psychiatric, cognitive and/or learning disabilities face the challenges of today's job market. This may include identifying job goals based on individual interests and aptitudes, providing funds for college and vocational training, assessing worksite accommodations, providing on the job training, educating employers about the Americans with Disabilities Act, or assisting an individual returning to work after adjusting to a new disabling condition. Vocational rehabilitation programs are directed towards overcoming barriers to employment. Priority is given to those individuals with the most severe disabilities and multiple services needs. In FY2010, the MRC Vocational Rehabilitation Program helped approximately 3,175 people with most severe disabilities to obtain stable employment.

The Vocational Rehabilitation program was allocated additional funding under the American Recovery and Reinvestment Act (ARRA.) The Massachusetts Commission for the Blind received an ARRA amount of $1.1 million and the Massachusetts Rehabilitation Commission received about $6 million in additional funds. For the most part, these funds were used for special service and infrastructure projects as well as additional staffing, and are not included in the training and contracted services shown in Table 9.

Table 9: Transitional Workforce (continued)

Massachusetts Commission for the Blind and Massachusetts Rehabilitation Commission
FY2010 Vocational Rehabilitation Resources and Number Served, by Workforce Area

	Massachusetts Commission for the Blind*		Massachusetts Rehabilitation Commission: Vocational Rehabilitation Program**				
	Vocational Rehabilitation	Active Consumers	Contracts for Services	Individual Purchase of Services	Total Contracts & IPS Services	Active Consumers	In Training or Education
Workforce Area	Resources	# Served	Resources	Resources	Resources	# Served	# Served
Berkshire County	$38,663	22	$258,522	$268,107	$526,629	887	275
Boston	$363,786	207	$959,017	$994,573	$1,953,590	2,293	1,246
Bristol County	$165,197	94	$678,844	$704,012	$1,382,856	1,888	898
Brockton Area	$115,990	66	$382,464	$396,644	$779,108	1,156	593
Cape and Islands	$72,054	41	$397,508	$412,245	$809,753	978	726
Central Mass.	$240,766	137	$1,165,734	$1,208,953	$2,374,687	2,652	1,372
Franklin/Hampshire	$103,688	59	$312,748	$324,343	$637,091	1,002	568
Greater Lowell	$156,410	89	$404,587	$419,587	$824,174	1,409	936
Greater New Bedford	$66,782	38	$344,201	$356,963	$701,164	931	494
Hampden County	$214,405	122	$1,230,507	$1,281,355	$2,511,862	2,686	1,189
Merrimack Valley	$203,860	116	$527,867	$552,666	$1,080,533	1,234	619
Metro North	$374,330	213	$850,258	$887,011	$1,737,269	2,526	1,533
Metro South/West	$304,033	173	$607,667	$634,243	$1,241,910	1,974	1,043
North Central Mass.	$87,871	50	$191,555	$204,526	$396,081	667	215
North Shore	$203,860	116	$533,729	$555,937	$1,089,666	1,484	949
South Shore	$168,712	96	$865,077	$900,027	$1,765,104	1,839	802
TOTAL	$2,880,408	1,639	$9,710,285	$10,101,192	$19,811,477	25,606	13,458
Information Source:	MCB		MRC				

*MCB Includes purchased services and excludes administration and counseling & other services provided by state agency staff.

**MRC: Includes resources for contracted services and individual purchase of services, out of the total Vocational Rehabilitation funding. The balance of resources support other activities including counseling, guidance and vocational planning services.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 10: ARRA Demonstration Projects and the State Energy Sector Partnership (SESP)

Commonwealth Corporation

Commonwealth Corporation administers three demonstration programs supported by EOLWD with additional Statewide 15% WIA funds received under the American Recovery and Reinvestment Act (ARRA) and a three-year program for clean energy and renewable energy projects funded through a competitive USDOL-Employment and Training Administration grant. The three demonstration programs funds were awarded through competitive processes to local organizations.

Construction Trades & Related Occupations Preparation Program (ARRA 15%)

The Construction Trades & Related Occupations Preparation Program provides training and support services to prepare unemployed and underemployed participants directly for jobs and/or apprenticeship placements in construction trades and related occupations. Six local partnerships receiving grants were required to ensure they have all the partners needed to reach and support their target population in securing employment and/or apprenticeships. All partners were required to sign a Memorandum of Agreement (MOA) outlining their role and commitment to the Construction Trades and Related Occupations Preparation Program. All partnerships must include at minimum two Massachusetts businesses within the identified sector that employ Massachusetts residents and agreed to sign the MOA committing to hire successful candidates or apprentices.

Healthcare Skills Gap Partnership (ARRA 15%)

The Healthcare Skills Gap Partnership program provides grants to each of the 16 workforce areas to serve unemployed, underemployed and incumbent workers in demand occupations in the healthcare sector. The grants will:

- Provide education and support services that prepare participants directly for jobs and/or career advancement in the healthcare industry;
- Enroll participants in community college courses that provide academic credit leading to industry recognized certificates and degrees;
- Provide funding for the development or enhancement of existing or new courses, certificates or educational services intended to prepare adults for entry or advancement in healthcare careers; and
- Support the development and implementation of regional workforce planning strategies.

Employment Partnerships (ARRA 15%)

Employment Partnerships include eight local partnerships between Massachusetts employers and education and training organizations that will deliver training and job placement for unemployed and under-employed workers. The partners work collaboratively to train and place unemployed Massachusetts residents into jobs and/or train and support underemployed workers to advance to higher wage jobs. Partnerships focus on a target population (such as veterans, disconnected youth, long term unemployed, older workers, persons with disabilities, etc.) and have demonstrated that they have the experience, capacity and a program design that will address the specific needs of that population. The projects are expected to facilitate close working relationships among the partners, provide appropriate support services to ensure that participants are able to succeed in training and employment, and engage employers in sharing vacancy information, crafting appropriate education and training programs, and placing successful participants in jobs.

FY2010 Workforce Investment Resources for Local Service Delivery

State Energy Sector Partnership (USDOL National ARRA Funding)

The Massachusetts Energy Sector Partnership is co-convened by the Executive Office of Labor and Development and the Executive Office of Energy and Environmental Affairs. The Partnership is made up of 40 leaders in business, organized labor, workforce development policy and practice, clean energy policy, higher education, vocational technical education and community and faith based organizations. Under the leadership of the Massachusetts Workforce Investment Board, the partnership received almost $ 6 million dollars from the U.S. Department of Labor's Employment and Training Administration. The funding was made available under a national set-aside for clean and renewable energy projects under the American Recovery and Reinvestment Act (ARRA.) The three year grant is administered by Commonwealth Corporation and will support statewide activities for unemployed, underemployed and incumbent workers to secure jobs and wage advancement in demand occupations in targeted industry sectors. Funds will be used by five regional partnerships and three statewide projects. The regional partnerships support enrollment in existing courses at community colleges, vocational technical schools and community based organizations that prepare participants for jobs and national or state industry–recognized certificates. The funds will also support three statewide programs to be offered by labor unions in industrial painting, solar-thermal plumbing installation and green building techniques. The organized labor partners include: the Boston Carpenters Apprenticeship & Training Fund, New England Carpenters Training Center; Plumbers local 12; and the International Union of painters and Allied Trades, District 35 and the Finishing Trades Institute of New England.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 10: Transitional Workforce (continued)

ARRA Statewide 15% Demonstration Programs and State Energy Sector Partnerships (National USDOL ARRA Funds)
FY2010 Program Resources and Planned Number to be Served, by Workforce Area

	ARRA Statewide 15% Construction Trades Preparation Program*		ARRA Statewide 15% Healthcare Skills Gap Partnerships		ARRA Statewide 15% Employment Partnerships**		ARRA USDOL Grant for State Energy Sector Partnership(SESP)***		Total ARRA Statewide 15% Demonstration Programs & National ARRA SESP Grants	
Workforce Area	Resources	Plan #	Resources	Plan #	Resources	Plan #	Resources	Plan #	Resources	Plan #
Berkshire County	$0	0	$210,000	55	$0	0	$0	0	$210,000	55
Boston	$327,500	64	$199,999	60	$464,710	145	$1,000,000	130	$1,992,209	399
Bristol County	$0	0	$195,000	60	$0	0	$0	0	$195,000	60
Brockton Area	$0	0	$189,679	30	$0	0	$700,000	130	$889,679	160
Cape and Islands	$0	0	$190,262	44	$0	0	$0	0	$190,262	44
Central Mass.	$165,000	48	$210,000	117	$166,902	18	$0	0	$541,902	183
Franklin/Hampshire	$180,000	24	$199,878	41	$0	0	$800,000	96	$1,179,878	161
Greater Lowell	$167,500	20	$200,000	30	$0	0	$0	0	$367,500	50
Greater New Bedford	$0	0	$209,390	60	$0	0	$0	0	$209,390	60
Hampden County	$0	0	$209,990	40	$167,275	20	$659,716	120	$1,036,981	180
Merrimack Valley	$0	0	$199,994	48	$0	0	$0	0	$199,994	48
Metro North	$160,000	20	$200,000	20	$0	0	$0	0	$360,000	40
Metro South/West	$0	0	$200,000	35	$302,796	78	$0	0	$502,796	113
North Central Mass.	$0	0	$200,000	54	$0	0	$0	0	$200,000	54
North Shore	$0	0	$210,000	35	$0	0	$950,000	206	$1,160,000	241
South Shore	$0	0	$209,776	27	$163,472	41	$0	0	$373,248	68
Statewide	na	na	na	na	na	na	$1,042,155	985	$1,042,155	985
TOTAL	$1,000,000	176	$3,233,968	756	$1,265,155	302	$5,151,871	1,667	$10,650,994	2,901

Information Source: CommCorp

* There are six grants, with two grantees located in Boston workforce area.

** There are eight grants, with three grantees located in Boston region and two grantees in the Metro South/West region.

***Funds awarded by USDOL to the Commonwealth under the national competitive ARRA High Growth and Emerging Industries (HGEI) Grants. The grant period is January 2010 through January 2013. There are 3 statewide projects and 5 regional partnerships: Metro Boston (Boston, Metro North, Metro South/West); Northeast (North Shore, Merrimack Valley, Greater Lowell); Northwest (Franklin/Hampshire, Berkshire, North Central); Southeast (Brockton, Greater New Bedford); and Southwest (Hampden, Central Mass.)

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 11: Incumbent Workforce

Workforce Training Fund General Program

The Workforce Training Fund (WTF), administered by the Department of Workforce Development's Division of Career Services, provides one-to-one matching grants to large and small businesses, labor and business organizations in Massachusetts to pay for training to upgrade the skills of their workforce. Budget uncertainties in the first half of the year resulted in a much reduced level of new grant awards as compared to prior years. Since the first round of grants in March 1999, through FY2010, the fund has awarded over $177 million to 2,508 Massachusetts companies to train 249,443 Massachusetts workers.

Workforce Training Fund Express Program

The Workforce Training Fund (WTF) Express program provides grants on a one-to-one matching basis to small business and labor organizations. The Express grants are accessed through an easy-to-complete online application and online training directory of pre-approved courses. The Express program features an open application period and quick turnaround. Maximum grant amount is $15,000. Due to budget uncertainties, no grants were made during 2010 in this category. The program resumed operation in September 2010 (FY2011.) The program has awarded a cumulative total of $5.4 million to 1,381 companies for 8,172 workers.

Workforce Training Fund Hiring Incentive Training Grant Program (HITG)

The Hiring Incentive Training Grant program of the Workforce Training Fund is open to all employers. It provides training grants of up to $2,000 per employee and up to $30,000 a year per company. This program assists in paying training costs for newly hired employees who have been unemployed over one year and those that do not have a call back date from their last employer. Employers can use a training provider of their choice or may also use qualified employees of the company to conduct internal training of new hires. Due to budget uncertainties, the program was on hold until the re-start of the program application process in February 2010. The program has awarded a cumulative total of $5.9 million to 2,043 companies for 3,387 workers.

Extended Care Career Ladder Initiative (ECCLI)

The Extended Care Career Ladder Initiative, administered by Commonwealth Corporation, provides competitive grants to licensed nursing homes and health care providers to improve the overall quality of care to seniors and disabled individuals. ECCLI grants provide career ladder development and training to improve the clinical skills and job retention of direct care workers. Since the first round of grants in November 2000, ECCLI has helped more than 175 nursing homes and home health agencies train over 9,000 staff members, impacting over 25% of the Massachusetts long-term care industry.

Workforce Competitiveness Trust Fund (WCTF)

The Workforce Competitiveness Trust Fund (WCTF), administered by Commonwealth Corporation, is a state sector strategies initiative, initially funded through the Economic Stimulus Bill of 2006, focused on the Commonwealth's critical industry sectors. It is designed to enable a broad range of residents—including older workers, low-wage workers, low-income individuals, disabled citizens, vulnerable youth, incumbent workers, and the unemployed—to gain access to employment, education, and skills necessary to move forward along a career path leading to economic self-sufficiency. Through a competitive bid process, local workforce intermediaries work in partnership with employers and education and training providers to devise solutions to enhance worker skills, increase business competitiveness, and improve employment and skills for unemployed and low-income workers. There were two grant awards in FY2010 to implement Innovative Post-Secondary Education Models (IPSEM.) IPSEM grants are designed to support post secondary institutions in developing and testing models for accelerating the acquisition of degrees and certificates that address a persistent

labor market demand. Grantees are currently piloting their program models. IPSEM grantees have agreed to provide curricula and program materials for dissemination to other Massachusetts' post secondary institutions. Since the first round of awards in FY2007, WCTF has funded 40 partnerships through total awards of over $15 million for both implementation and planning grants.

Learn at Work

The Learn at Work Program is designed to promote public-private partnerships across industries throughout the Commonwealth that specifically focus on workplace-based Basic Skills and English for Speakers of Other Languages (ESOL), and to allow for greater flexibility to meet the needs of workers and businesses. Designers particularly wanted to bring new businesses, unions and ESOL providers to the table. The target population for this initiative includes employed workers 16 and older who are not currently enrolled in high school, and:

- have not earned a high school credential, or
- lack the academic skill level of a high school graduate (as determined by TABE/MAPT scores), or
- have English language skills that limit their ability to advance (as determined by BEST Plus/REEP scores), or
- lack the literacy / numeracy skills necessary to begin college-level work

To be eligible to receive funding, partnerships had to include at least one employer and one provider of adult basic education services acting in partnership. The Learn at Work Program is funded by Commonwealth Corporation using Statewide 15% grants from ARRA and formula Workforce Investment Act allotments and Adult Basic Education funds from the Department of Elementary and Secondary Education's Adult and Community Learning Services division.

Table 11: Incumbent Workforce

Workforce Training Fund and Commonwealth Corporation Programs

FY2010 Program Resources and Planned Number of Workers to be Served, by Workforce Area

	Workforce Training Fund General Program			Workforce Training Fund Hiring Incentive Training			Extended Care Career Ladder Initiative (ECCLI)*		Workforce Competitiveness Trust Fund (WCTF)**		ARRA/WIA/ABE Learn at Work Program***		Total Incumbent Workforce	
Workforce Area	Resources	Awards	Plan #	Resources	Awards	Plan #	Resources	Plan #	Resources	Plan #	Resources	Plan #	Resources	Plan #
Berkshire County	$0	0	0	$4,000	2	2	$0	0	$0	0	$0	0	$4,000	2
Boston	$35,912	2	97	$0	0	0	$49,982	15	$0	0	$846,868	171	$932,762	283
Bristol County	$495,782	6	868	$0	0	0	$0	0	$0	0	$0	0	$495,782	868
Brockton Area	$121,285	2	158	$0	0	0	$0	0	$0	0	$0	0	$121,285	158
Cape and Islands	$0	0	0	$2,000	1	1	$0	0	$0	0	$0	0	$2,000	1
Central Mass.	$353,440	4	387	$16,000	6	9	$120,645	525	$0	0	$155,617	90	$645,702	1,011
Franklin/Hampshire	$149,075	3	220	$6,000	3	3	$0	0	$0	0	$225,000	50	$380,075	273
Greater Lowell	$184,355	3	236	$0	0	0	$248,800	100	$0	0	$0	0	$433,155	336
Greater New Bedford	$28,800	1	16	$19,999	1	12	$0	0	$0	0	$170,355	45	$219,154	73
Hampden County	$398,860	6	362	$22,000	3	12	$0	0	$0	0	$0	0	$420,860	374
Merrimack Valley	$217,530	3	249	$2,000	1	4	$0	0	$0	0	$0	0	$219,530	253
Metro North	$752,930	9	1,281	$14,000	5	9	$0	0	$0	0	$191,303	62	$958,233	1,352
Metro South/West	$359,773	6	380	$6,000	1	4	$250,000	324	$215,000	138	$0	0	$830,773	846
North Central Mass.	$0	0	0	$2,000	1	1	$0	0	$215,000	61	$0	0	$217,000	62
North Shore	$285,375	3	488	$2,000	1	1	$0	0	$0	0	$225,000	60	$512,375	549
South Shore	$188,284	3	289	$0	0	0	$0	0	$0	0	$185,765	26	$374,049	315
TOTAL	$3,571,401	51	5,031	$95,999	25	58	$669,427	964	$430,000	199	$1,999,908	504	$6,766,735	6,756

Information Source: DCS CommCorp

* ECCLI includes 5 new awards.

** WCTF includes 2 new awards for Innovative Post Secondary Education Models (IPSEM) at Middlesex and Mount Wachusett Community Colleges.

*** Grants funded by three sources - 50%: ARRA (total $999,955); 28% WIA Statewide 15% (total $599,953); and 22% state DESE ABE funds (total $400,000.)

Funding Notes

Table 12: Adult Basic Education (ABE) and English for Speakers of Other Languages (ESOL)

Adult and Community Learning Services

The Adult and Community Learning Services (ACLS) unit at the Massachusetts Department of Elementary and Secondary Education (DESE) manages state and federal funds to provide basic educational services to adults (16 years and older) in two major areas: 1) Adult Basic Education (ABE), basic literacy through General Education Development (GED) or alternative high school diploma; and 2) English for Speakers of Other Languages (ESOL), from native language literacy through English language fluency. ACLS contracts with about 200 education providers across the state, including local education authorities (LEAs), community and state colleges, libraries, non-profit organizations/community based organizations (CBOs), correctional facilities, and others to provide services at the local level. These funds are broken down according to the 16 workforce investment regions. The resources reported include only funding for direct services.

The table also includes enrollments sorted by ABE and ESOL. ESOL enrollments are about 60% of total enrollments. ESOL enrollments have been at least 55% of total since FY2002, the first year of the Workforce Investment Profiles. The table includes a count of individuals on the “wait list” as of June 30, 2010. ABE/ESOL local programs are required to maintain an active “wait list” for applicants who are unable to enroll in any instructional classes due to capacity constraints. Applicants on the list are contacted periodically to confirm that they are still interested in the program. Programs are required to verify their wait list annually.

Funding allocations to regions are based on census data that document the number of area residents who have not attained a high school diploma and the area’s number of non-native English speakers. Decisions about funding to agencies in each local area are determined by a joint decision-making process between ACLS staff and staff from the local workforce development system. In addition to funds distributed to local areas by formula, ACLS also funds Workplace Education, Family Literacy and Transition to Community College programs through competitive processes.

Table 12: Adult Basic Education (ABE) and English for Speakers of Other Languages (ESOL)

Massachusetts Department of Elementary and Secondary Education, Adult and Community Learning Services
FY2010 Resources and Number Served, by Workforce Area

	ABE/ESOL Federal*	ABE/ESOL State*	ABE/ESOL Total*	ABE	ESOL	Total	Number on Wait List**
Workforce Area	Resources	Resources	Resources	# Served	# Served	# Served	#
Berkshire County	$60,060	$986,873	$1,046,933	379	148	527	38
Boston	$2,178,889	$6,269,569	$8,448,458	1,778	3,391	5,169	5,558
Bristol County	$664,488	$1,232,710	$1,897,198	494	432	926	649
Brockton Area	$118,912	$910,875	$1,029,787	252	399	651	2,129
Cape and Islands	$96,443	$817,610	$914,053	326	404	730	513
Central Mass.	$349,243	$1,871,197	$2,220,440	768	669	1,437	1,769
Franklin/Hampshire	$288,910	$1,039,914	$1,328,824	435	276	711	83
Greater Lowell	$288,933	$841,325	$1,130,258	358	650	1,008	269
Greater New Bedford	$471,212	$745,095	$1,216,307	462	432	894	1,057
Hampden County	$1,075,681	$1,031,882	$2,107,563	791	581	1,372	751
Merrimack Valley	$376,464	$1,493,700	$1,870,164	339	838	1,177	2,029
Metro North	$476,259	$2,890,190	$3,366,449	438	2172	2,610	3,826
Metro South/West	$376,303	$1,736,774	$2,113,077	534	1184	1,718	1,715
North Central Mass.	$699,396	$405,372	$1,104,768	336	281	617	337
North Shore	$716,535	$567,093	$1,283,628	495	404	899	1,182
South Shore	$93,261	$870,027	$963,288	341	288	629	294
TOTAL	$8,330,989	$23,710,206	$32,041,195	8,526	12,549	21,075	22,199

Information Source: DESE ACLS

* The resources include only funding for direct services, excluding other types of funding for GED Test Centers, SABES, EvenStart and other activities.

** Wait list data is provided as of June 30, 2010.

Funding Notes

Table 13: Public Higher Education

The Department of Higher Education provided the FY2010 state resources for the Commonwealth's public colleges and universities. This includes the state appropriation, from the FY2010 Budget or General Appropriation Act (GAA), for each community college, state university (state college)* and the University of Massachusetts system. In addition, institutions of public higher education received allotments from the State Fiscal Stabilization Fund (SFSF) under the American Recovery and Reinvestment Act (ARRA.) FY2010 enrollment data includes the Fall 2009 enrollment data for undergraduate and graduate students at the Commonwealth's public colleges and universities. In addition, information was provided on degrees awarded during FY2010 by public community colleges, state universities, and graduate schools. The data shown in this table are by individual institution and include all students, Massachusetts residents as well as out-of-state and foreign students.

* On July 28, 2010, Governor Patrick signed House Bill 4864 into law, creating a state university system for the nine current Massachusetts state colleges. Table 13 has been revised to reflect the revised names for six of the nine institutions in the system.

Table 13: Higher Education

Massachusetts Community Colleges

FY2010 Resources, Enrollments (Fall 2009) and Degrees Awarded, by Institution

	State Appropriation*	ARRA SFSF**	Enrollment: Unduplicated Headcount			Degrees Awarded				
Institution	Resources	Resources	Undergraduate	Graduate	Total	Certificate***	Associate	Bachelor	Advanced	Total
Berkshire Community College	$7,224,971	$2,675,919	2,601	0	2,601	69	221	0	0	290
Bristol Community College	$12,455,643	$4,621,774	8,767	0	8,767	293	854	0	0	1,147
Bunker Hill Community College	$16,076,213	$5,965,219	11,009	0	11,009	239	770	0	0	1,009
Cape Cod Community College	$8,909,231	$3,305,848	4,657	0	4,657	97	432	0	0	529
Greenfield Community College	$7,100,561	$2,634,725	2,546	0	2,546	92	249	0	0	341
Holyoke Community College	$14,438,282	$5,357,449	7,473	0	7,473	189	906	0	0	1,095
Mass Bay Community College	$10,813,329	$4,012,379	5,564	0	5,564	176	384	0	0	560
Massasoit Community College	$15,666,138	$5,813,056	7,941	0	7,941	128	717	0	0	845
Middlesex Community College	$15,460,591	$5,736,787	9,516	0	9,516	111	1012	0	0	1123
Mt. Wachusett Community College	$9,882,766	$3,667,086	4,761	0	4,761	270	519	0	0	789
North Shore Community College	$15,864,039	$5,886,490	7,968	0	7,968	296	713	0	0	1,009
Northern Essex Community College	$14,756,413	$5,475,497	7,385	0	7,385	341	652	0	0	993
Quinsigamond Community College	$11,730,750	$4,352,797	8,348	0	8,348	242	802	0	0	1,044
Roxbury Community College	$8,755,736	$3,248,893	2,749	0	2,749	23	232	0	0	255
Springfield Technical Community College	$19,016,100	$7,056,091	6,782	0	6,782	204	794	0	0	998
Community College Total	**$188,150,763**	**$69,810,010**	**98,067**	**0**	**98,067**	**2,770**	**9,257**	**0**	**0**	**12,027**

Information Source: DHE

* GAA - General Appropriations Act, as adjusted by 9C reductions.

** ARRA State Fiscal Stabilization Fund (SFSF); funds for FY2009 and FY2010 to restore budgets to pre-rescission FY2009 GAA of $244,355,162.

*** Certificates include 0-1 and 1-2 Year Certificates.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 13a: Higher Education (continued)

Massachusetts State University System and University of Massachusetts

FY2010 Resources, Enrollments (Fall 2009) and Degrees Awarded, by Institution

	State Appropriation*	ARRA SFSF**	Enrollment: Unduplicated Headcount			Degrees Awarded				
Institution	Resources	Resources	Undergraduate	Graduate	Total	Certificate	Associate	Bachelor	Advanced***	Total
Bridgewater State University	$30,444,308	$11,288,126	8,903	1871	10,774	0	0	1514	567	2081
Fitchburg State University	$21,414,936	$7,943,716	4,223	2,820	7,043	3	0	696	518	1,217
Framingham State University	$19,137,468	$7,098,906	3,847	2142	5,989	0	0	722	605	1,327
Massachusetts College of Art & Design	$11,706,484	$4,342,436	2,261	161	2,422	17	0	361	55	433
Massachusetts College of Liberal Arts	$11,067,778	$4,105,513	1,675	287	1,962	0	0	315	36	351
Massachusetts Maritime Academy	$10,840,503	$4,021,206	1,191	97	1,288	10	0	182	43	235
Salem State University	$30,667,259	$11,375,798	7,764	2,361	10,125	10	0	1246	638	1,894
Westfield State University	$17,882,753	$6,633,478	5,043	632	5,675	0	0	1082	197	1,279
Worcester State University	$18,225,835	$6,760,742	4,703	770	5,473	0	0	768	340	1108
State Universities Total	$171,387,324	$63,569,921	39,610	11,141	50,751	40	0	6,886	2,999	9,925
University of Massachusetts Amherst	na	na	20,873	6,143	27,016	114	72	4851	1522	6,559
University of Massachusetts Boston	na	na	11,041	3,871	14,912	33	0	1,762	1217	3,012
University of Massachusetts Dartmouth	na	na	7,982	1,320	9,302	0	0	1,272	316	1,588
University of Massachusetts Lowell	na	na	10,548	3,054	13,602	103	39	1477	963	2,582
University of Massachusetts Worcester	na	na	0	1,091	1,091	0	0	0	215	215
University of Massachusetts Total	$379,900,504	$150,650,190	50,444	15,479	65,923	250	111	9,362	4,233	13,956
Community College Total (Table 12)	$188,150,763	$69,810,010	98,067	0	98,067	2,770	9,257	0	0	12,027
TOTAL All Students	$739,438,593	$284,030,121	188,121	26,620	214,741	3,060	9,368	16,248	7,232	35,908

Information Source: DHE

* GAA - General Appropriations Act, as adjusted by 9C reductions.

** ARRA State Fiscal Stabilization Fund (SFSF); funds for FY2009 and FY2010. A total of $230,270,707 was used in FY2010 to restore all systems to pre-rescission FY2009 GAA levels of $244,355,162 for Community Colleges, $222,565,327 for State University system, and $502,788,814 for University of Massachusetts for statewide total of $969.7 million.

*** Advanced includes all Post-Baccalaureate Certificates, Certificates of Advanced Graduate Study, Masters and Doctoral Degrees.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 14: FY2010 Summary of Resources by Workforce Area

Table 14 lists the financial resources available during FY2010 within each of the Commonwealth's sixteen workforce regions for the four workforce investment segments—emerging, transition, incumbent, and ABE/ESOL. In some cases resources have been assigned to the workforce region that is the primary location of a local vendor/grantee, although services are provided across workforce area boundaries. (See Table 1 for the statewide summary of the resources.)

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Berkshire County	Boston	Bristol County	Brockton
Table 2	Career/Vocational Technical Education Grades 9-12	$392,311	$2,005,045	$911,620	$549,360
	Career/Vocational Technical Education Post-Secondary	$161,106	$612,207	$541,877	$246,703
	MCAS Academic Support: Work-and-Learning	$0	$240,000	$238,100	$96,000
	MCAS Academic Support: OSCC Pathways	$0	$165,000	$54,705	$54,999
	Connecting Activities Grades 10-12	$75,000	$746,900	$78,300	$75,000
	WIA Title I Low-Income Youth - Formula	$249,740	$1,977,200	$1,655,232	$683,654
	WIA Title I Low-Income Youth - ARRA	$320,456	$2,541,925	$2,131,348	$878,918
	YouthWorks State Summer Jobs Program	$86,709	$2,536,500	$307,817	$222,347
	Byrne Youth Jobs Program for New Communities	$49,927	$0	$98,848	$57,978
	Bridging the Opportunity Gap (BOG)	$70,256	$100,000	$60,000	$38,040
Emerging Workforce Total		**$1,405,505**	**$10,924,777**	**$6,077,847**	**$2,902,999**
Table 3	Wagner Peyser 10% - Formula	$23,954	$102,233	$72,090	$42,521
	Wagner Peyser 90% - Formula	$215,584	$920,099	$648,814	$382,687
	Wagner Peyser 10% - ARRA	$5,080	$21,433	$15,240	$8,999
	Wagner Peyser 90% - ARRA	$45,720	$192,894	$137,159	$80,989
	Re-Employment Services - ARRA	$143,139	$299,746	$326,087	$183,078
	USDOL/SSA Disability Program Navigator	$28,125	$28,125	$28,125	$28,125
	One-Stop Career Center State Appropriation	$172,651	$1,032,341	$172,651	$172,651
Table 4	WIA Title I Dislocated Workers - Formula	$360,584	$889,279	$1,085,407	$622,495
	WIA Title I Dislocated Workers - ARRA	$379,476	$919,400	$1,100,223	$637,977
	National Emergency Grants/Rapid Response Set-Aside	$0	$18,939	$443,812	$0
	Rapid Response Supplemental - ARRA	$0	$159,608	$175,759	$0
	Trade Adjustment Assistance	$232,281	$538,452	$2,406,974	$276,924
Table 5	WIA Title I Low Income Adults - Formula	$222,056	$1,631,890	$1,581,220	$631,892
	WIA Title I Low Income Adults - ARRA	$127,980	$937,478	$908,147	$363,307
	TAFDC Employment Services Programs (OSCC)	$18,728	$58,934	$22,137	$0
Table 6	TAFDC Comprehensive Integrated Employment Services	$117,059	$1,801,846	$738,180	$522,310
	TAFDC Additional Employment Services Programs	$91,900	$437,110	$558,860	$165,000
Table 7	Senior Community Service Employment Program (SCSEP)	$458,917	$1,892,972	$1,070,495	$463,363
Table 8	Community Service Block Grants (CSBG)	$19,374	$1,046,480	$74,485	$15,807
	Job Links and Moving to Work (HUD)	$28,968	$797,295	$0	$10,802
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	$0	$261,792	$127,586	$68,000
Table 9	MA Commission for the Blind: Vocational Rehabilitation	$38,663	$363,786	$165,197	$115,990
	MA Rehabilitation Commission: Vocational Rehabilitation	$526,629	$1,953,590	$1,382,856	$779,108
Table 10	ARRA WIA Demonstration Grants	$210,000	$992,209	$195,000	$189,679
	ARRA State Energy Sector Partnerships	$0	$1,000,000	$0	$700,000
Transitional Workforce Total		**$3,466,868**	**$17,297,930**	**$13,436,505**	**$5,761,703**
Table 11	Workforce Training Fund Programs	$4,000	$35,912	$495,782	$121,285
	Extended Care Career Ladder Initiative (ECCLI)	$0	$49,982	$0	$0
	Workforce Competitiveness Trust Fund (WCTF)	$0	$0	$0	$0
	Learn-at-Work Program (ARRA/WIA/ABE)	$0	$846,868	$0	$0
Incumbent Workforce Total		**$4,000**	**$932,762**	**$495,782**	**$121,285**
Adult Basic Education/ESOL Total (Table 12)		**$1,046,933**	**$8,448,458**	**$1,897,198**	**$1,029,787**
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		**$5,923,306**	**$37,603,927**	**$21,907,332**	**$9,815,774**

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Cape and Islands	Central Massachusetts	Franklin/ Hampshire	Greater Lowell
Table 2	Career/Vocational Technical Education Grades 9-12	$479,643	$1,123,644	$420,850	$766,355
	Career/Vocational Technical Education Post-Secondary	$198,247	$355,313	$133,785	$365,388
	MCAS Academic Support: Work-and-Learning	$0	$140,182	$11,290	$0
	MCAS Academic Support: OSCC Pathways	$0	$55,000	$54,998	$0
	Connecting Activities Grades 10-12	$75,000	$75,000	$75,000	$75,000
	WIA Title I Low-Income Youth - Formula	$606,088	$1,518,707	$694,131	$651,951
	WIA Title I Low-Income Youth - ARRA	$779,197	$1,952,478	$892,388	$838,160
	YouthWorks State Summer Jobs Program	$0	$628,641	$0	$307,198
	Byrne Youth Jobs Program for New Communities	$201,219	$183,887	$97,562	$0
	Bridging the Opportunity Gap (BOG)	$0	$61,283	$0	$30,000
Emerging Workforce Total		**$2,339,394**	**$6,094,135**	**$2,380,004**	**$3,034,052**
Table 3	Wagner Peyser 10% - Formula	$47,678	$98,451	$42,979	$49,168
	Wagner Peyser 90% - Formula	$429,104	$886,059	$386,813	$442,514
	Wagner Peyser 10% - ARRA	$10,015	$20,876	$9,168	$10,329
	Wagner Peyser 90% - ARRA	$90,133	$187,887	$82,513	$92,964
	Re-Employment Services - ARRA	$179,836	$327,836	$157,324	$216,812
	USDOL/SSA Disability Program Navigator	$28,125	$28,125	$28,125	$28,125
	One-Stop Career Center State Appropriation	$172,651	$172,651	$172,651	$172,651
Table 4	WIA Title I Dislocated Workers - Formula	$494,585	$1,020,843	$389,821	$587,167
	WIA Title I Dislocated Workers - ARRA	$522,097	$1,087,489	$448,239	$620,149
	National Emergency Grants/Rapid Response Set-Aside	$0	$0	$0	$622,974
	Rapid Response Supplemental - ARRA	$0	$0	$0	$0
	Trade Adjustment Assistance	$0	$442,754	$559,396	$395,463
Table 5	WIA Title I Low Income Adults - Formula	$618,479	$1,365,125	$348,733	$615,498
	WIA Title I Low Income Adults - ARRA	$355,219	$784,090	$200,734	$353,509
	TAFDC Employment Services Programs (OSCC)	$13,543	$19,953	$9,365	$47,812
Table 6	TAFDC Comprehensive Integrated Employment Services	$211,014	$947,521	$119,669	$567,459
	TAFDC Additional Employment Services Programs	$166,130	$430,200	$37,800	$403,610
Table 7	Senior Community Service Employment Program (SCSEP)	$626,328	$1,290,341	$540,566	$445,907
Table 8	Community Service Block Grants (CSBG)	$0	$55,526	$0	$45,000
	Job Links and Moving to Work (HUD)	$25,896	$779,444	$0	$70,182
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	$0	$195,500	$109,814	$127,638
Table 9	MA Commission for the Blind: Vocational Rehabilitation	$72,054	$240,766	$103,688	$156,410
	MA Rehabilitation Commission: Vocational Rehabilitation	$809,753	$2,374,687	$637,091	$824,174
Table 10	ARRA WIA Demonstration Grants	$190,262	$541,902	$379,878	$367,500
	ARRA State Energy Sector Partnerships	$0	$0	$800,000	$0
Transitional Workforce Total		**$5,062,904**	**$13,298,026**	**$4,764,367**	**$7,263,016**
Table 11	Workforce Training Fund Programs	$2,000	$369,440	$155,075	$184,355
	Extended Care Career Ladder Initiative (ECCLI)	$0	$120,645	$0	$248,800
	Workforce Competitiveness Trust Fund (WCTF)	$0	$0	$0	$0
	Learn-at-Work Program (ARRA/WIA/ABE)	$0	$155,617	$225,000	$0
Incumbent Workforce Total		**$2,000**	**$645,702**	**$380,075**	**$433,155**
Adult Basic Education/ESOL Total (Table 12)		**$914,053**	**$2,220,440**	**$1,328,824**	**$1,130,258**
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		**$8,318,351**	**$22,258,303**	**$8,853,270**	**$11,860,481**

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Greater New Bedford	Hampden County	Merrimack Valley	Metro North
Table 2	Career/Vocational Technical Education Grades 9-12	$424,283	$1,812,822	$924,216	$966,686
	Career/Vocational Technical Education Post-Secondary	$0	$821,058	$483,093	$0
	MCAS Academic Support: Work-and-Learning	$26,919	$83,703	$14,020	$0
	MCAS Academic Support: OSCC Pathways	$57,682	$99,957	$55,000	$55,000
	Connecting Activities Grades 10-12	$75,000	$143,200	$75,000	$75,000
	WIA Title I Low-Income Youth - Formula	$1,211,358	$1,990,571	$1,149,535	$1,077,279
	WIA Title I Low-Income Youth - ARRA	$1,557,344	$2,562,282	$1,477,863	$1,384,969
	YouthWorks State Summer Jobs Program	$281,185	$904,870	$397,004	$340,643
	Byrne Youth Jobs Program for New Communities	$79,559	$262,329	$142,905	$915,069
	Bridging the Opportunity Gap (BOG)	$73,645	$289,257	$120,000	$0
Emerging Workforce Total		**$3,786,975**	**$8,970,049**	**$4,838,636**	**$4,814,646**
Table 3	Wagner Peyser 10% - Formula	$39,999	$79,884	$56,847	$131,115
	Wagner Peyser 90% - Formula	$359,994	$718,956	$511,624	$1,180,037
	Wagner Peyser 10% - ARRA	$8,442	$16,957	$11,950	$27,384
	Wagner Peyser 90% - ARRA	$75,982	$152,617	$107,550	$246,451
	Re-Employment Services - ARRA	$185,652	$300,029	$282,936	$347,133
	USDOL/SSA Disability Program Navigator	$28,125	$28,125	$28,125	$28,125
	One-Stop Career Center State Appropriation	$172,651	$755,086	$172,651	$962,573
Table 4	WIA Title I Dislocated Workers - Formula	$638,331	$942,879	$830,805	$1,046,425
	WIA Title I Dislocated Workers - ARRA	$696,554	$1,046,740	$930,860	$1,026,366
	National Emergency Grants/Rapid Response Set-Aside	$233,010	$62,971	$37,877	$21,541
	Rapid Response Supplemental - ARRA	$23,479	$4,795	$0	$64,855
	Trade Adjustment Assistance	$383,806	$1,209,775	$1,583,738	$686,889
Table 5	WIA Title I Low Income Adults - Formula	$1,134,126	$1,849,475	$1,073,024	$1,020,863
	WIA Title I Low Income Adults - ARRA	$651,578	$1,062,441	$616,776	$586,454
	TAFDC Employment Services Programs (OSCC)	$4,682	$84,164	$9,364	$21,006
Table 6	TAFDC Comprehensive Integrated Employment Services	$707,343	$1,703,665	$639,640	$947,900
	TAFDC Additional Employment Services Programs	$386,900	$2,171,840	$708,200	$440,210
Table 7	Senior Community Service Employment Program (SCSEP)	$578,011	$1,286,615	$767,915	$1,424,049
Table 8	Community Service Block Grants (CSBG)	$20,856	$26,902	$28,300	$43,408
	Job Links and Moving to Work (HUD)	$0	$6,490	$30,078	$65,765
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	$0	$95,033	$112,401	$503,645
Table 9	MA Commission for the Blind: Vocational Rehabilitation	$66,782	$214,405	$203,860	$374,330
	MA Rehabilitation Commission: Vocational Rehabilitation	$701,164	$2,511,862	$1,080,533	$1,737,269
Table 10	ARRA WIA Demonstration Grants	$209,390	$377,265	$199,994	$360,000
	ARRA State Energy Sector Partnerships	$0	$659,716	$0	$0
Transitional Workforce Total		**$7,306,857**	**$16,708,972**	**$10,025,050**	**$13,293,793**
Table 11	Workforce Training Fund Programs	$48,799	$420,860	$219,530	$766,930
	Extended Care Career Ladder Initiative (ECCLI)	$0	$0	$0	$0
	Workforce Competitiveness Trust Fund (WCTF)	$0	$0	$0	$0
	Learn-at-Work Program (ARRA/WIA/ABE)	$170,355	$0	$0	$191,303
Incumbent Workforce Total		**$219,154**	**$420,860**	**$219,530**	**$958,233**
Adult Basic Education/ESOL Total (Table 12)		**$1,216,307**	**$2,107,563**	**$1,870,164**	**$3,366,449**
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		**$12,529,293**	**$28,207,444**	**$16,953,380**	**$22,433,121**

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Metro South/West	North Central	North Shore	South Shore
Table 2	Career/Vocational Technical Education Grades 9-12	$1,668,271	$533,834	$1,130,008	$494,582
	Career/Vocational Technical Education Post-Secondary	$160,156	$289,922	$380,336	$94,417
	MCAS Academic Support: Work-and-Learning	$0	$50,518	$0	$15,000
	MCAS Academic Support: OSCC Pathways	$0	$55,000	$0	$0
	Connecting Activities Grades 10-12	$111,600	$75,000	$75,000	$75,000
	WIA Title I Low-Income Youth - Formula	$584,621	$753,893	$797,005	$820,964
	WIA Title I Low-Income Youth - ARRA	$751,599	$969,219	$1,018,740	$1,055,446
	YouthWorks State Summer Jobs Program	$77,419	$187,663	$281,185	$115,819
	Byrne Youth Jobs Program for New Communities	$229,951	$47,188	$204,909	$204,350
	Bridging the Opportunity Gap (BOG)	$34,113	$0	$80,233	$25,292
Emerging Workforce Total		**$3,617,730**	**$2,962,237**	**$3,967,416**	**$2,900,870**
Table 3	Wagner Peyser 10% - Formula	$150,255	$43,781	$71,403	$93,752
	Wagner Peyser 90% - Formula	$1,352,297	$394,033	$642,625	$843,768
	Wagner Peyser 10% - ARRA	$31,786	$9,265	$15,071	$19,909
	Wagner Peyser 90% - ARRA	$286,075	$83,384	$135,635	$179,178
	Re-Employment Services - ARRA	$297,132	$221,303	$260,860	$271,097
	USDOL/SSA Disability Program Navigator	$28,125	$28,125	$28,125	$28,125
	One-Stop Career Center State Appropriation	$172,651	$172,651	$172,651	$172,651
Table 4	WIA Title I Dislocated Workers - Formula	$956,279	$601,786	$747,969	$967,243
	WIA Title I Dislocated Workers - ARRA	$935,954	$719,475	$716,928	$946,141
	National Emergency Grants/Rapid Response Set-Aside	$4,635,044	$0	$0	$0
	Rapid Response Supplemental - ARRA	$0	$0	$61,200	$0
	Trade Adjustment Assistance	$664,245	$421,331	$190,582	$32,562
Table 5	WIA Title I Low Income Adults - Formula	$448,583	$742,175	$779,432	$840,535
	WIA Title I Low Income Adults - ARRA	$257,392	$426,445	$448,211	$482,857
	TAFDC Employment Services Programs (OSCC)	$7,023	$16,387	$19,154	$0
Table 6	TAFDC Comprehensive Integrated Employment Services	$133,869	$313,898	$878,719	$114,434
	TAFDC Additional Employment Services Programs	$37,100	$78,000	$249,700	$86,900
Table 7	Senior Community Service Employment Program (SCSEP)	$1,467,539	$546,837	$977,346	$863,609
Table 8	Community Service Block Grants (CSBG)	$2,325	$5,000	$156,530	$21,418
	Job Links and Moving to Work (HUD)	$0	$0	$0	$0
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	$203,264	$98,032	$154,095	$237,942
Table 9	MA Commission for the Blind: Vocational Rehabilitation	$304,033	$87,871	$203,860	$168,712
	MA Rehabilitation Commission: Vocational Rehabilitation	$1,241,910	$396,081	$1,089,666	$1,765,104
Table 10	ARRA WIA Demonstration Grants	$502,796	$200,000	$210,000	$373,248
	ARRA State Energy Sector Partnerships	$0	$0	$950,000	$0
Transitional Workforce Total		**$14,115,678**	**$5,605,861**	**$8,209,763**	**$8,509,185**
Table 11	Workforce Training Fund Programs	$365,773	$2,000	$287,375	$188,284
	Extended Care Career Ladder Initiative (ECCLI)	$250,000	$0	$0	$0
	Workforce Competitiveness Trust Fund (WCTF)	$215,000	$215,000	$0	$0
	Learn-at-Work Program (ARRA/WIA/ABE)	$0	$0	$225,000	$185,765
Incumbent Workforce Total		**$830,773**	**$217,000**	**$512,375**	**$374,049**
Adult Basic Education/ESOL Total (Table 12)		**$2,113,077**	**$1,104,768**	**$1,283,628**	**$963,288**
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		**$20,677,258**	**$9,889,866**	**$13,973,182**	**$12,747,392**

Acronyms and Glossary

ABE	Adult Basic Education (includes reading and math literacy, GED preparation and ESOL instruction)
ACLS	Adult and Community Learning Services, the DESE unit that oversees ABE services
ARRA	American Recovery and Reinvestment Act of 2009
BOG	Bridging the Opportunity Gap Initiative, employment-related programs for DYS youth clients
Byrne Program	Edward Byrne Youth Jobs Program for New Communities (ARRA funded)
CAA	Community Action Agencies
CAP	Career Action Plan (RES) assists OSCC customers to plan their job search and career center activities
CCS	Career Center Seminar (RES) provides information on available OSCC services and programs
CommCorp	Commonwealth Corporation manages a range of youth programs and sector initiatives
CSBG	Community Service Block Grants, funding for services at Community Action Agencies
CIES	Comprehensive Integrated Employment Services, part of DTA Employment Services Programs
DCS	Division of Career Services (DWD) oversees the One-Stop Career Center system
DESE	Department of Elementary and Secondary Education (formerly Department of Education)
DHCD	Department of Housing and Community Development
DHE	Department of Higher Education (formerly Board of Higher Education)
DMH	Department of Mental Health
DTA	Department of Transitional Assistance
DUA	Division of Unemployment Assistance (DWD)
DWD	Department of Workforce Development
DYS	Department of Youth Services
ECCLI	Extended Care Career Ladder Initiative
EOEA	Executive Office of Elder Affairs
EOHHS	Executive Office of Health and Human Services
EOLWD	Executive Office of Labor and Workforce Development
EOPSS	Executive Office of Public Safety and Security
ES	Employment Services (labor exchange) provided by the One-Stop Career Centers
ESP	Department of Transitional Assistance: Employment Services Program
ESOL	English for Speakers of Other Languages
FSS	Family Self-Sufficiency (HUD housing voucher programs)
FUBA	Federal Unemployment Benefits and Allowances Fund
FY	Fiscal Year
GAA	General Appropriations Act (state budget)
GED	General Education Diploma
HUD	U.S. Department of Housing and Development
JSJR	Job Search/Job Readiness (DTA ESP)
MCAS	Massachusetts Comprehensive Assessment System used to assess the skills of K-12 students
MCB	Massachusetts Commission for the Blind
MRC	Massachusetts Rehabilitation Commission
NEG	National Emergency Grants, USDOL WIA funds to support workers affected by mass lay-offs
ORI	Office of Refugees and Immigrants
OSCC	One-Stop Career Center
Perkins IV	The federal Carl D. Perkins Career and Technical Education Improvement Act of 2006
PES	Post Employment Services (DTA ESP)
RES	ReEmployment Services (OSCC) for UI claimants and other unemployed workers

SCSEP	Senior Community Service Employment Program
SESP	State Energy Sector Partnership
SFSF	State Fiscal Stabilization Fund provides ARRA funds to stabilize state and local government budgets
SSDI	Social Security Disability Insurance
SSI	Supplemental Security Income
TAA	Trade Adjustment Assistance
TAFDC	Transitional Aid to Families with Dependent Children (federal TANF)
TANF	Transitional Assistance for Needy Families, federal funds for families in transition
UI	Unemployment Insurance
USDOL	U.S. Department of Labor
WCTF	Workforce Competitiveness Trust Fund
WIA	Workforce Investment Act of 1998, federal legislation for the workforce development system
WIA Title I	WIA section authorizing activities for low-income youth, adults and dislocated workers
WIA Title II	WIA section authorizing Adult Education and Literacy (ABE) activities
WIA Title III	WIA section authorizing Wagner-Peyser Employment Service activities
WIA Title IV	WIA section authorizing Vocational Rehabilitation services (Rehabilitation Acts of 1998)
WIB	Workforce Investment Board
WTF	Workforce Training Fund
YPP	Young Parent Programs (DTA ESP)

LIST OF CITIES AND TOWNS IN THE WORKFORCE INVESTMENT AREAS OF MASSACHUSETTS

Berkshire
Adams
Alford
Becket
Cheshire
Clarksburg
Dalton
Egremont
Florida
Great Barrington
Hancock
Hinsdale
Lanesborough
Lee
Lenox
Monterey
Mount Washington
New Ashford
New Marlborough
North Adams
Otis
Peru
Pittsfield
Richmond
Sandisfield
Savoy
Sheffield
Stockbridge
Tyringham
Washington
West Stockbridge
Williamstown
Windsor

Boston
Boston

Bristol
Attleborough
Berkley
Dighton
Fall River
Mansfield
North Attleborough
Norton
Raynham
Rehoboth
Seekonk
Somerset
Swansea
Taunton
Westport

Brockton
Abington
Avon
Bridgewater
Brockton
East Bridgewater
Easton
Hanson
Stoughton
West Bridgewater
Whitman

Cape Cod
Aquinnah
Barnstable
Bourne
Brewster
Chatham
Chilmark
Dennis
Eastham
Edgartown
Falmouth
Gosnold
Harwich
Mashpee
Nantucket
Oak Bluffs
Orleans
Provincetown
Sandwich
Tisbury
Truro
Wellfleet
West Tisbury
Yarmouth

Central Mass
Auburn
Blackstone
Boylston
Brookfield
Charlton
Douglas
Dudley
East Brookfield
Grafton
Hardwick
Holden
Hopedale
Leicester
Mendon
Milford
Millbury
Millville
New Braintree
North Brookfield
Northborough
Northbridge
Oakham
Oxford
Paxton
Rutland
Shrewsbury
Southbridge
Spencer
Sturbridge
Sutton
Upton
Uxbridge
Warren
Webster
West Boylston
West Brookfield
Westborough
Worcester

Franklin/Hampshire
Amherst
Ashfield
Athol
Belchertown
Bernardston
Buckland
Charlemont
Chesterfield
Colrain
Conway
Cummington
Deerfield
Easthampton
Erving
Gill
Goshen
Granby
Greenfield
Hadley
Hatfield
Hawley
Heath
Huntington
Leverett
Leyden
Middlefield
Monroe
Montague
New Salem
Northampton
Northfield
Orange
Pelham
Petersham
Phillipston
Plainfield
Rowe
Royalston
Shelburne
Shutesbury
South Hadley
Southampton
Sunderland
Ware
Warwick
Wendell
Westhampton
Whately
Williamsburg
Worthington

Greater Lowell
Billerica
Chelmsford
Dracut
Dunstable
Lowell
Tewksbury
Tyngsborough
Westford

Greater New Bedford
Acushnet
Dartmouth
Fairhaven
Freetown
Lakeville
Marion
Mattapoisett
New Bedford
Rochester
Wareham

Hampden
Agawam
Blandford
Brimfield
Chester
Chicopee
East Longmeadow
Granville
Hampden
Holland
Holyoke
Longmeadow
Ludlow
Monson
Montgomery
Palmer
Russell
Southwick
Springfield
Tolland
Wales
West Springfield
Westfield
Wilbraham

Merrimack Valley
Amesbury
Andover
Boxford
Georgetown
Groveland
Haverhill
Lawrence
Merrimac
Methuen
Newbury
Newburyport
North Andover
Rowley
Salisbury
West Newbury

Metro North
Arlington
Belmont
Burlington
Cambridge
Chelsea
Everett
Malden
Medford
Melrose

Metro North (cont'd)
North Reading
Reading
Revere
Somerville
Stoneham
Wakefield
Watertown
Wilmington
Winchester
Winthrop
Woburn

Metro South/West
Acton
Ashland
Bedford
Bellingham
Boxborough
Brookline
Canton
Carlisle
Concord
Dedham
Dover
Foxborough
Framingham
Franklin
Holliston
Hopkinton
Hudson
Lexington
Lincoln
Littleton
Marlborough
Maynard
Medfield
Medway
Millis
Natick
Needham
Newton
Norfolk
Norwood
Plainville
Sharon
Sherborn
Southborough
Stow
Sudbury
Walpole
Waltham
Wayland
Wellesley
Weston
Westwood
Wrentham

North Central
Ashburnham
Ashby
Ayer
Barre
Berlin

North Central (cont'd)
Bolton
Clinton
Fitchburg
Gardner
Groton
Harvard
Hubbardston
Lancaster
Leominster
Lunenburg
Pepperell
Princeton
Shirley
Sterling
Templeton
Townsend
Westminster
Winchendon

North Shore
Beverly
Danvers
Essex
Gloucester
Hamilton
Ipswich
Lynn
Lynnfield
Manchester
Marblehead
Middleton
Nahant
Peabody
Rockport
Salem
Saugus
Swampscott
Topsfield
Wenham

South Shore
Braintree
Carver
Cohasset
Duxbury
Halifax
Hanover
Hingham
Holbrook
Hull
Kingston
Marshfield
Middleborough
Milton
Norwell
Pembroke
Plymouth
Plympton
Quincy
Randolph
Rockland
Scituate
Weymouth

FY2010 Workforce Investment Resources for Local Service Delivery

The "Regional Workforce Investment (WI) Profiles" is an annual publication providing information on workforce development programs in the Commonwealth of Massachusetts. Annual editions starting with FY2002 profiles are available at:

http://www.commcorp.org/publications/category.cfm?ID=40

The Executive Office of Labor and Workforce Development through the Department of Workforce Development issues additional publications titled "Regional Labor Market Information (LMI) Profiles," which provide information for each region's employment and demographic trends. To view the Regional LMI Profiles series for the state or a particular region, go to the LMI Publications page of the Executive Office of Labor and Workforce Development:

http://www.mass.gov/?pageID=elwdagencylanding&L=4&L0=Home&L1=Government&L2=EOLWD+Data+and+Statistics&L3=Labor+Market+Information&sid=Elwd

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Jobs Creation Commission Meeting
One Ashburton Place, 21st Floor Conference Room
Wednesday, February 29, 2012
10:00 a.m. to 12:00 p.m.

Commissioners in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- Joseph F. Wagner, State Representative, Co-Chair
- Secretary Ann Hartstein, Executive Office of Elder Affairs
- Paul Frost, State Representative
- Catherine Gillespie, Office of Senator Richard Ross
- Jefferson Smith, Legislative Director, Massachusetts Department of Transportation
- Cheryl Lussier Poppe, Deputy Secretary for Programs, Services and Personnel, Department of Veterans' Services
- Eileen McAnneny, Director of Public Policy, Fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- Mike Christopher, Executive Office of Public Safety and Security
- Justin Sterritt, Project Manager, Executive Office of Housing and Economic Development
- Jennifer James Price, Undersecretary of Workforce Development, Executive Office of Labor and Workforce Development
- Tim Sullivan, Legislative and Communications Director, Massachusetts AFL-CIO
- Dr. Alan Clayton-Matthews, Professor and Director of Quantitative Studies, School of Public Policy and Urban Affairs, Northeastern University
- Mary Kay Browne, Senior Project Director, Executive Office of Elder Affairs
- Marybeth Campbell, Director of Workforce Development, Executive Office of Education, Executive Office of Housing and Economic Development & Executive Office of Labor and Workforce Development

Other Attendees:

- Mary Anne Padien, Michael Wright, Emily Fitzmaurice and Jessica Wall, Office of State Senator Karen E. Spilka
- Mark Dailey, Office of State Senator Stanley Rosenberg
- Laurie Taymor-Berry, Survivor's Inc.
- Supreme Richardson, TFCC Boston
- Jean Gulliver, Progressive Business Leaders Network

Meeting Summary:

Senator Karen Spilka announced that Commissioner Carr and Aaron Tanaka were unable to attend the meeting. She told the group that Tanaka's presentation on worker owned cooperatives, which had been scheduled for this meeting, would be moved to a future meeting of the Commission.

There was a motion to adopt the summaries from the Plymouth regional hearing the Commission held on January 18th and the full Commission meeting held November 30th; it was seconded; adopted unanimously.

Presentation by Christopher Mackin, Founder & President, Ownership Associates, Inc. on Employee Stock Ownership Plan (ESOP) Companies:

Christopher Mackin explained that he would deliver the first part of this presentation, which would focus on Employee Stock Ownership Plans (ESOP) companies. He explained that the presentation would then be turned over to Newell Lessell and would focus on worker cooperatives. Mackin told the group that he and Lassell have been actively involved in the field of employee ownership and quality jobs. Mackin began working at the ICA Group with Lessell in 1978 and left the Group in 1987 to start Ownership Associates, Inc. His company works nationally with broad-based employee ownership companies both those with cooperatives and ESOPs.

Christopher Mackin outlined a number of highlights on ESOP companies in Massachusetts:

- In 2006, at least 95 companies in Massachusetts had ESOPs. Collectively, these companies employed over 20,000 residents in the state.
- Out of these companies, the average per participant wealth held for employees was $56,210. Twelve percent of these ESOPs had average participant accounts worth over $100,000.
- Ninety-three percent of these companies provided their employees with an additional retirement plan beyond the ESOP, including 401K plans.
- Most ESOPs in Massachusetts are located in Boston, Cambridge, and Somerville.

Christopher Mackin discussed his work with the Massachusetts Office for Employee Involvement and Ownership (MASSEIO), which conducted the 2006 census from which the facts on ESOPs in Massachusetts were taken from:

- MASSEIO was formerly a program of the Commonwealth Corporation, the quasi-public agency connected to the Executive Office of Labor and Workforce Development.
- MASSEIO was established in 1989 through H.5757 An Act Providing for Employee Involvement and Ownership Projects.
- The MASSEIO budget was frozen on October 1, 2008 and has not received funding since.
- MASSEIO provided education, outreach, and promotion efforts to encourage the growth of broad-based employee ownership of private sector businesses by Massachusetts citizens and to encourage greater local ownership and control over the Massachusetts economy.
- To help companies interested in developing ESOPs, they provided introductory technical conversations, grant support for feasibility studies and preliminary valuations, basic training on employee ownership and corporate culture, and networking and peer learning with existing Massachusetts employee ownership companies.

- MASSEIO studied broad-based employee ownership in states outside Massachusetts. There are approximately 11,000 companies across the United States with ESOPs with over 10 million employees
- Other broad-based ownership forms studied by MASSEIO include: partnerships, cooperatives, employee stock purchase plans, and stock options.

Christopher Mackin discussed a report from the U.S. Department of Labor on ESOP firms in the United States published in 2009:

- In 2009, the Department of Labor reported that there were 9,687 ESOP firms with over $139 billion in employer securities, over $609 billion in assets (net liabilities), covering over 14 million employee participants, and averaging $41,171 net assets per participant.

Christopher Mackin explained how ESOPs compare with non-ESOP companies:

- On average, ESOP companies outperform non-ESOP companies by approximately 2.3% on a number of different measures, including sales growth and productivity.
- ESOP companies have lower rates of filing for bankruptcy than non-ESOP companies.
- On average, ESOP participants have approximately 150% more retirement assets than non-ESOP participants, with no loss in income due to these assets.

Christopher Mackin profiled some of the current ESOP companies in Massachusetts. He discussed the work of Litecontrol Corporation in Plympton, Massachusetts:

- Litecontrol is a family business founded in Plympton in 1936 and produces high efficient fluorescent architectural lighting, including linear light fixtures, recessed light fixtures, and pendant light fixtures.
- In 1999, the owner was looking to retire and met with Mackin and MASSEIO to discuss the possibility of transferring the company to an ESOP. And since 1999, Litecontrol has been 100% employee owned. They currently have 187 employees, 61% of which are members of the International Brotherhood of Electrical Workers 1499 – part of the Massachusetts AFL-CIO. Approximately 56% of their ESOP shares are held by their union employees.
- In 2009, they received the Company of the Year Award from the New England ESOP Association.
- They currently have locations in Boston, Newton, Hanson in addition to their headquarters located in Plympton.
- The company was sold internally to the employees over time at a market value determined by an outside appraisal of the company.
- Currently, the company is working with the Massachusetts School Building Authority to raise visibility about high efficient fluorescent lighting and working to install their product in the state's public schools.
- The company offers an apprenticeship program to train their workers.

Christopher Mackin profiled The Cadmus Group, Inc., another ESOP company in Massachusetts:

- Founded in 1983, The Cadmus Group is a consulting firm focused on challenges in the environmental and energy sectors. Their services areas include water and energy services, social marketing and communications, green building, corporate responsibility and sustainability, strategic environmental management, and international development. Their clients include members of the public sector, non-profit sector, and corporate sector.
- The have a wide-range of staff, including scientists, engineers, statisticians, economists, business managers, marketing/public relations/communications professionals, attorneys, information technology specialists, and public policy, and analytical specialists, both foreign and domestic.
- Now a 100% employee-owned company.

Christopher Mackin explained the ESOP process. First, there is a preliminary company appraisal done through an outside organization. Second, an ESOP planning and feasibility study is performed for that particular company. Third, the company works to secure the financing needed. Fourth, the structuring of the ESOP begins. Fifth, the company receives a final appraisal. Sixth, documents are filed to legally begin the transition to an ESOP company. Lastly, the ESOP is administered.

Christopher Mackin explained that in Ohio and Vermont, there are state officials working to promote and expand this concept. He explained that he believed it could be helpful to have this marketing in Massachusetts because ESOPs help to retain jobs in the state.

Presentation by Newell Lessell, ICA Group, on Worker Cooperatives:

Newell Lessell discussed his work at ICA, which is focused on ESOPS, worker cooperatives, and developing strategies for job creation and retention. He explained that they work to help businesses create cooperatives and convert current entities to cooperatives. He highlighted that job retention is another key factor to the economy and that many of the companies he works with highlight that it is easier to retain a company than start a company.

Newell Lessell explained another type of employee-ownership, workers cooperatives. He told the group that worker cooperatives establish equal ownership and are helpful when starting a business with limited resources and capacities because they promote collaboration with other individuals. Worker cooperatives have also helped to create higher quality jobs for low income populations, and manage succession in a small business. Newell explained that 50% of employment is through small businesses and approximately 40% of these businesses report that they expect to sell their companies over the next 2 years. He said that the ESOP formula does not fit well with companies with fewer than 15 employees and 80% of small businesses employ 10 workers or less.

Newell Lessell discussed the Valley Alliance of Workers Co-Ops, located in Western Massachusetts and Southeastern Vermont, which is an alliance of 10 worker cooperatives. They have more than 60 members and more than 20 apprentices. These

cooperatives are multi-sector and include, copying and book-binding, auto repair, internet services, renewable energy, bicycle transport, wool spinning, bodycare products, and others. All together, they generate approximately $7 million in revenue a year.

Newell Lessell explained that Mondragon is another interesting cooperative to study. Located in Spain's Basque country, this cooperative has approximately 85,000 workers involved. According to Lessell, this is an example of a one person, one vote industrial cooperative but is different in the fact that it is a large group making complex commercial goods on a large-scale.

Newell Lessell discussed Pioneer Valley PhotoVoltaics, a worker cooperative located in Greenfield, Massachusetts. Founded in 2002, this company designs and installs renewable energy systems at residences, businesses, and government buildings. They have 14 employees and make approximately $3.2 million in revenue.

Newell Lessell discussed another Massachusetts-based worker cooperative, Collective Copies. Founded in 1983, with locations in Florence, Amherst, and Belchertown and is a copying and bookbinding company. The company was formed out of a strike in the area over benefits at a local company in printing industry. They came together and formed Collective Copies as a worker cooperative and employ 14 workers, all of which are union members. The company has approximately $1.4 million in annual sales with a 2:1 pay ration. They give 10% of their gross profit back to the community.

Newell Lessell discussed the South Mountain Company located on Martha's Vineyard. Founded in 1973, it was converted to a worker cooperative in 1986. This building design and construction company has 30 employees, 17 of which are worker owners. He also discussed Equal Exchange in West Bridgewater, which as approximately 120 employees, 100 of which are owners. He noted that one important factor of cooperatives is that in some cooperatives everyone is an owner while other are set up so that workers are elected to become owners.

Newell Lessell explained the key characteristics of workers cooperatives:

- Worker cooperatives have equitable ownership so everyone involved owns one equal share in the company equating to one vote.
- Worker cooperatives have democratic governance through their equitable ownership and equal vote.
- Worker cooperatives focus on returns on labor completed so that a persons hours worked are related to the total hours worked at the company. This labor foundation ensures that an employee's role is not measured by how much they have purchased in the company, but by their work in the company.
- Worker cooperatives have par or face value capital so that an employee can sell the share back to the firm for the same price they purchased it at, the price does not rise or fall in value.

Christopher Mackin and Newell Lessell discussed the following topics through questions posed by Commissioners:

MASSEIO Budget: Christopher Mackin explained that the MASSEIO appropriation came through a line item under the workforce training budget, which was cut with 37 other programs in 2008.

When an employee leaves: Christopher Mackin explained that in ESOPs, the shares returned when an employee leaves the company go back into the company and are available for new workers. Employees do not "buy in" for ESOPs, they do not put up money because it is an executive decision whether the company transitions into an ESOP and the bank loan buys out the owner, not the employees.

Senator Karen E. Spilka commented that the focus is not just to grow and create jobs in the state but also to keep existing jobs and companies in Massachusetts. She explained that job retention is another key factor to job creation and economic growth. When companies leave the state, it becomes harder to attract new company investment and the focus needs to be on retaining and building business over time to prevent the costs incurred when a company leaves the state and the ripple effect it has on the community and economy.

Legislation: Christopher Mackin explained that one recommendation he has is to reinstate the line item that funded the MASSEIO. The role of MASSEIO was to guide the company through the process of creating an ESOP through active partnership so that the state can help this process happen for companies that are interested in this transition and efficiently work on retaining jobs and growing existing companies. Mackin explained that there has been bipartisan support for ESOPs at the federal level. **Newell Lessell** explained that if this is a desirable corporate structure for a company it is important that there are programs to help them with the process and remove the barriers companies face when transitioning to either ESOPs or worker cooperatives. **Christopher Mackin** added that the importance of visibility and marketing this as an option for companies to show that there are financial resources and guidance available for this process.

Employees with barriers: Newell Lessell explained that worker cooperatives can help employee people with barriers relating to lack of skills or background experience but it depends on the group and the specific barriers. He explained that worker cooperatives are helpful because they invest in professional management and development and because if an employee plays an active role in owning their work and has a share in the company, it tends to make them more invested in their work which does remove obstacles to employment for some workers.

Average time to transition to ESOP: Christopher Mackin explained that once a company decides to transition to an ESOP, the process takes about 6 to 8 months. Mackin explained that the longer process is when the company is making the initial decision. He explained that MASSEIO would help companies with this decision by working with the private sector to host workshops and panels with ESOP experts to help sell the concept to a company. In total, he explained, it takes approximately between 6 months and a year from the initial decision to full transition.

Survival over time: Christopher Mackin explained that ESOPs tend to be resilient and have a strong structure and have seen no drop out rate among these companies except the normal business failure rate. He explained that a company that has transitioned to an ESOP has a lower bankruptcy rate compared to its counterpart. He explained that in 1998, the laws around ESOPs changed allowing for a company to be 100% employee owned, which means that no corporate taxes have to be paid. Some ESOPs are 30% employee owned and have the ability to shelter the company's capital gains.

There was a discussion of the regional hearing the Commission hosted in Lowell on February 10th. **Senator Karen E. Spilka** informed those that were not in attendance that U.S. Congresswoman Niki Tsongas and State Senator Eileen Donoghue were in attendance and discussed their work in regards to job creation and the economy and what they are currently seeing in the City of Lowell in regards to economic development.

Cheryl Lussier Poppe explained that she felt that it was an upbeat hearing and that many of the panelists and members of the public were reporting that they felt the state of the economy was turning around and improving.

Mary Kay Browne explained that one of the important themes she felt was repeated at the Lowell hearing was the importance of the local one-stop career centers and regional workforce investment boards. She also explained that hearing from the President of Middlesex Community College about their work highlighted the importance of using community colleges and other education institutions as resources when training incoming workers or retraining incumbent workers.

There was a discussion of the next regional hearing in New Bedford on Friday, March 9th. **Senator Karen E. Spilka** explained that this hearing would be a collaborative effort between three workforce investment boards, the Greater New Bedford WIB, the Brockton Area WIB, and the Bristol Area WIB. Since this hearing is a joint effort of three groups, she explained that a number of communities were slated to be represented at this hearing. She shared with the group that a number of elected officials were scheduled to attend as well, including Mayor of New Bedford Jonathan Mitchell, U.S. Congressman William Keating, State Senator Mark Montigny, State Senator Marc Pacheco, and others from the state and local level.

There was a discussion of additional upcoming hearings, including on Friday, April 13th at the Framingham Public Library and final hearing scheduled for Boston, which was decided upon by the Commission at the last Full Commission meeting on January 27th. The Boston hearing has been scheduled for Friday, May 4th from 9:00 a.m. to 12:00 p.m. with the location of the hearing still to be determined.

There was a discussion of the upcoming full commission meetings. The next full Commission meeting is scheduled for Wednesday, March 28th from 10:00 a.m. to 12:00 p.m. at the State House, Room 222. Senator Spilka explained that she has received requests from Commissioners regarding upcoming presentations. Commissioners have

expressed interest in presentations on clean energy, advanced manufacturing, and business costs. In addition, Aaron Tanaka's presentation scheduled for this meeting will be rescheduled for a later meeting. The Commission decided that the next Full Commission meeting would feature two presentations, one on clean energy and one on advanced manufacturing.

There was a discussion of the Commission's final report. **Senator Karen E. Spilka** explained that her office had put together a draft outline of the final report which all the Commissioners received, which includes a brief outline of the format and structure for the report.

Senator Karen E. Spilka explained the various sections of the framework. Section one is an outline and introduction to the work of the Jobs Creation Commission. Section two is a study of the economy to be prepared by Commissioner Dr. Alan Clayton-Matthews. Section three is a discussion of current policy activities related to job creation that have not been explored by the Commission with a brief description of each. Section four outlines the approach to the examination of job creation in the state and a description of the parameters of the report. Section five is a report from each subcommittee on their work and analysis. Section six is a summary of the regional hearings tour. Section seven is an analysis of the reports and materials the Commission has gathered with three categories of discussion: (1) advantages for Massachusetts job creation; (2) gaps and barriers; and (3) recommendations and opportunities. Section eight will be the conclusion of the report. Lastly, section nine will be the appendix to the report and will include all the documents received by the Commission at the monthly meetings, regional hearings, and will also include the meeting summaries from all meetings, hearings, and subcommittee meetings.

Senator Karen E. Spilka asked Commissioners to review this outline and provide staff with any comments or thoughts so that they can proceed with drafting these sections.

Adjourned.

Materials distributed:

- Meeting Agenda
- Regional Hearings Tour Schedule
- Jobs Creation Commission Monthly Boston Meeting Schedule
- Plymouth Regional Hearing Summary
- Draft Report Structure

Documents received:

- MASSEIO Introduction: ESOPs and Co-Ops Power Point
- Employee Ownership and Quality Jobs Power Point

MASSEIO BUDGET FROZEN – OCTOBER, 1, 2008

Presentation to MA AFL-CIO TAA Summit – Marlborough, MA – June 10, 2011

MASSEIO Introduction ESOPs and Cooperatives

Christopher Mackin and Newell Lessell

MASSEIO

Massachusetts Office for
Employee Involvement and Ownership
www.masseio.org

A program of the
Commonwealth Corporation

Commonwealth Corporation
Empowering People and Businesses to Learn, Earn, and Succeed

What is MASSEIO?

Massachusetts Office for Employee Involvement and Ownership
MASS E I O

Program of the Commonwealth Corporation funded by the Massachusetts legislature:

- **Created in 1989 as House 5757 "An Act Providing for Employee Involvement and Ownership Projects"**
- **"to encourage the growth of broad–based employee ownership of private sector Massachusetts businesses by Massachusetts citizens…"**
- **"to encourage greater local ownership and control over the Massachusetts economy."**
- **Frozen effective October 1, 2008**

What is MASSEIO?

MASSEIO provides:

- **Education, outreach and promotion efforts, and…**
- **Services:**
  1. **Introductory Technical Conversations**
  2. **Grant support for feasibility studies/preliminary valuations (matching grants of up to $5,000)**
  3. **Basic training on EO and Corporate Culture**
  4. **Networking - Peer Learning – Massachusetts EO Companies**

What is MASSEIO?

Broad based Employee Ownership – How does it happen?:

- **Employee Stock Ownership Plans (ESOPs) – 11,000 companies across the USA, over 10 Million employees**

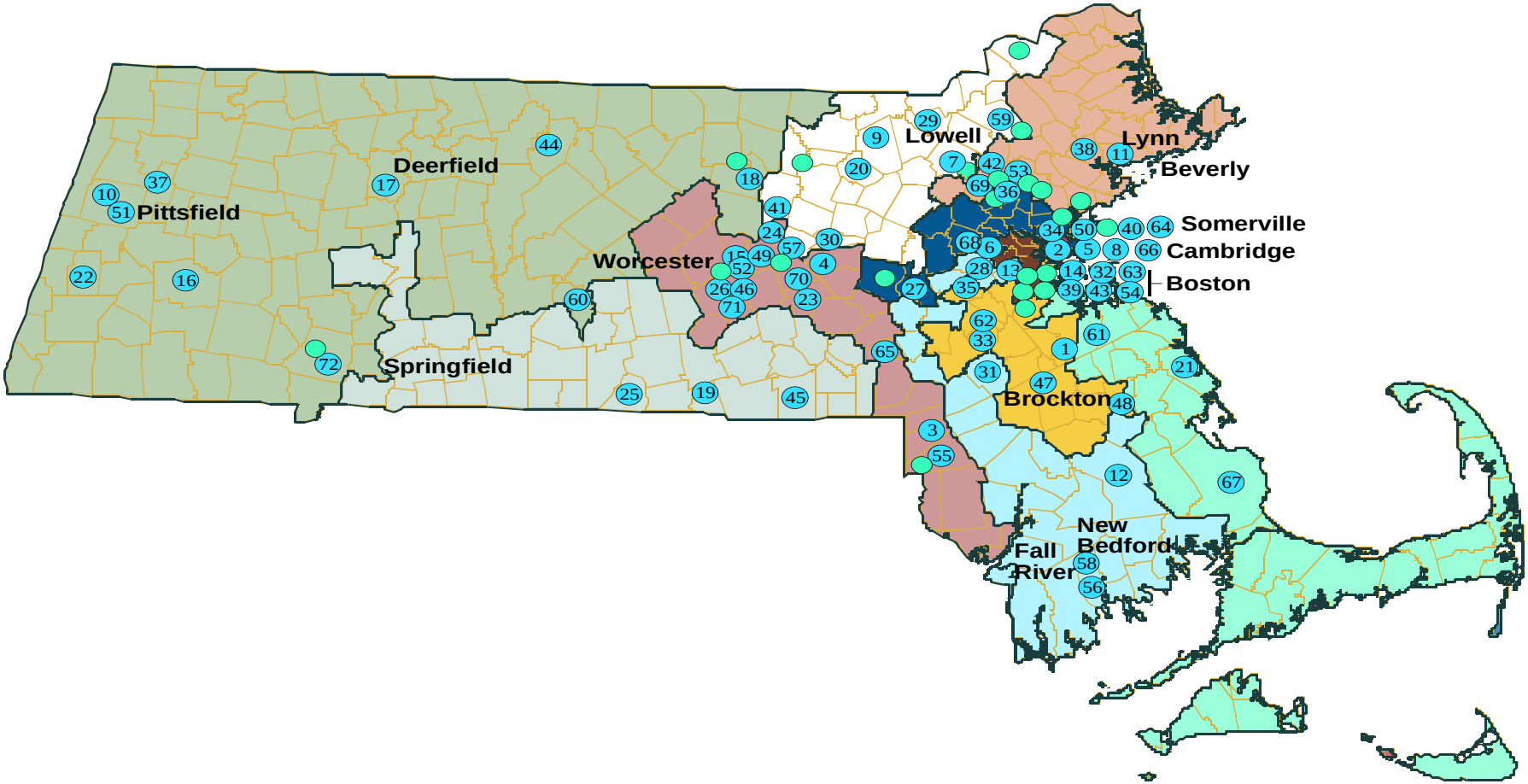
- **Other broad based ownership forms:**
  1. **Partnerships**
  2. **Cooperatives**
  3. **Employee Stock Purchase Plans**
  4. **Stock Options**

ESOP Companies in MA

Highlights from 2006 MASSEIO census:

- **At least 95 companies have ESOPs in Massachusetts.**
- **They collectively employ over 20,000 Massachusetts residents.**
- **The average per participant wealth held for employees was $56,210.**
- **Twelve percent of ESOPs had average participant accounts worth over $100,000.**
- **93% of the companies provided an additional retirement plan beyond the ESOP.**

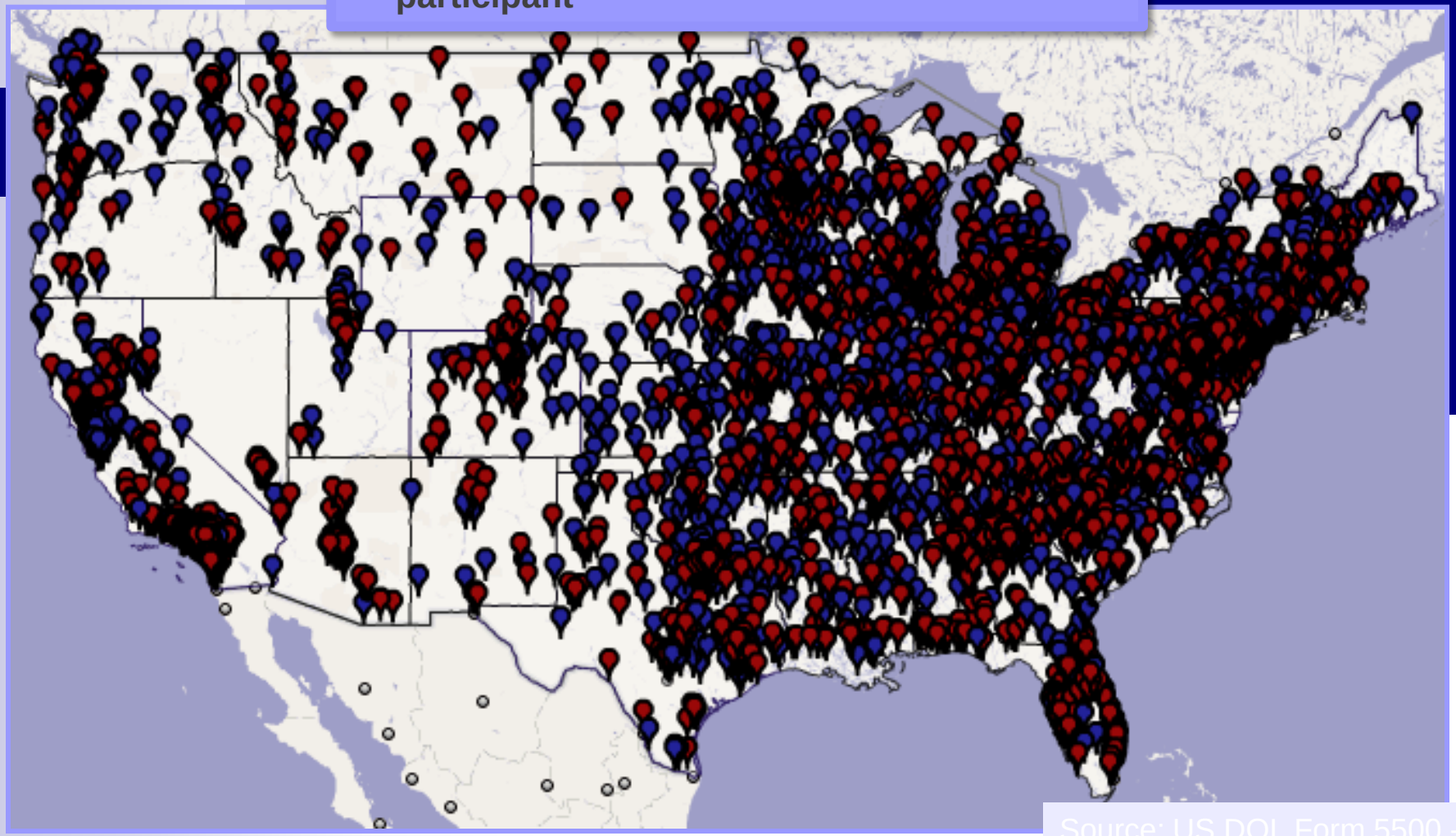
ESOP Companies in MA



US ESOP Firms (2009)

9,687 Firms, representing:

- **Over $139 Billion in Employer Securities,**
- **Over $609 Billion in Assets (net Liabilities),**
- **Covering 14,808,903 employee participants,**
- **Averaging $41,171 net assets per participant**



Source: US DOL Form 5500 - 20

Litecontrol Corporation, Plympton, MA

High efficient fluorescent architectural lighting
Linear, recessed and pendant light fixtures

- Founded in 1936
- 100% employee owned ESOP since 1999
- 187 Employees
- 61% are members of IBEW # 1499 AFL-CIO
- 56% of ESOP shared are held by Union employees
- 2009 Company of the Year – NE ESOP Association

The Cadmus Group, Inc., Watertown, MA

Founded in 1983, **Cadmus** helps government, non-profit, and corporate clients address critical challenges in the environmental and energy sectors

Cadmus' major service areas include Water, Energy Services, Social Marketing and Communications, Green Building, Corporate Social Responsibility and Sustainability, Strategic Environmental Management, and International Development.

Consultants—scientists; engineers; statisticians; economists; MBAs; marketing, public relations, and communications professionals; attorneys; information technology specialists; public policy analysts and analytical services in the U.S. and abroad

THE CADMUS GROUP, INC.

The ESOP Process

1) Preliminary Company Appraisal
2) ESOP Planning/Feasibility Study
3) Securing the Financing
4) Structuring the ESOP
5) Company Appraisal
6) Filing the Legal Documents
7) Administering the ESOP

Worker Co-ops in the U.S.

- 223 firms
- 5,514 members*
- 2,380 non-member employees**
- $219 million in annual revenue ('08)

University of Wisconsin, 2009 • http://reic.uwcc.wisc.edu

These are conservative estimates based on survey responses. *Includes part-time workers. **As measured by FTE, and some co-ops reported membership but not employee figures.

Valley Alliance of Worker Co-ops

Western MA & Southern VT

- 10 worker co-ops
- 60+ members, 20+ apprentices
- Tradition of collective mgmt
- Multisector: copying & book-binding, auto repair, internet services, renewable energy, bicycle transport, wool spinning, bodycare products…
- ±$6.7 million revenue ('08)

www.valleyworker.org

Pioneer Valley PhotoVoltaics

Greenfield, MA

- Founded 2002
- Design & installation of renewable energy systems
- Home, business, government contracts
- 14 employees
- $3.2 million in revenue (09)

www.pvsquared.coop

Collective Copies

Florence, Amherst & Belchertown, MA

- Founded 1983 from Strike
- Copying & Bookbinding
- 14 worker members, union shop
- 3 locations in western MA
- $1.4 million in annual sales
- 2:1 pay ratio highest to lowest
- Health ins., IRA, 2-4 wks vac.
- 10% gross profit to community

www.collectivecopies.com

Equal Exchange

West Bridgewater, MA

- Founded 1986 with 3 members
- 95 members, 116 total staff (‘09)
- Offices in MA, MN & OR
- Fairly traded coffee, tea & chocolate + domestic products
- 4:1 pay ratio
- $35.8 Million in sales (‘09)

www.equalexchange.coop

Key Worker Co-op Characteristics

- ✓ Democratic Governance
- ✓ Equitable Ownership
- ✓ Returns to Labor
- ✓ Par or Face Value Capital

Jobs Creation Commission
Massachusetts State House, Room 222
March 28, 2012
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Karen Spilka, State Senator, Co-Chair
- Joseph Wagner, State Representative, Co-Chair
- Jennifer MacNamara, Office of Senator Richard Ross
- Cheryl Lussier Poppe, Department of Veterans' Services
- Eileen McAnneny, Director of Public Policy, fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- Jennifer James Price, Undersecretary of Workforce Development, Executive Office of labor and Workforce Development
- Tim Sullivan, Legislative and Communications Director, Massachusetts AFL-CIO
- Dr. Alan Clayton-Matthews, professor and Director of Quantitative Studies, School of Public Policy and urban Affairs, Northeastern University
- Secretary Anne Hartstein, Executive Office of Elder Affairs
- Mary Kay Browne, Senior Project Director, Executive Office of Elder Affairs
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- April Anderson-Lamoureux, Assistant Secretary for Economic development, executive Office of Housing and Economic Development
- Nurys Camargo, Senior Policy Advisor, Executive Office of Public Safety & Security

Other Attendees:

- Michael Wright, Emily Fitzmaurice, Marianne Conboy and Jessica Wall, Office of Senator Karen Spilka

<u>Meeting Summary</u>

Senator Karen Spilka called the meeting to order and asked people to give introductions and to sign up for the public e-mail list.

There was a motion to adopt the summaries from the Lowell regional hearing on February 10, the Commission meetings from January 25 and February 29, and the Demand subcommittee meeting on January 26; it was seconded; meeting summaries adopted.

Presentation by Eric Nakajima, Senior Innovation Advisor, Executive Office of Housing and Economic Development on the Massachusetts Advanced Manufacturing Collaborative

Eric Nakajima began his presentation by giving a short history of the Advanced Manufacturing Collaborative ("AMC") and outlining its goal of increasing the competitiveness of manufacturing in Massachusetts. He noted that the AMC is working in conjunction with President Obama's Advanced Manufacturing Partnership ("AMP") and with seven other states

through the National Governor's Association Center of Best Practices Policy Academy on Advanced Manufacturing and Innovation.

Mr. Nakajima explained that the current manufacturing environment in Massachusetts is irregular. On a national level, manufacturing productivity is in decline. In contrast, the Commonwealth's 7,000 manufacturers have reported an increase in productivity. Additionally, the manufacturing of high value and high tech products represents a larger percentage of manufacturing in Massachusetts than it does in the rest of the country. Mr. Nakajima asserted that the big question for Massachusetts at present is to decide whether or not we are going to embrace these productivity gains.

Mr. Nakajima pointed out that collaboration is essential to increasing the ability of Massachusetts to compete in a global manufacturing economy. In addition to aligning manufacturing with the technology and clean energy industries, partnerships between manufacturers and organizations like the AMC are critical. AMC's partnerships with the existing manufacturing industry are a good example of this type of relationship. He added that companies that succeed in collaboration between public, private, and academic spheres should be embraced as models moving forward. Mr. Nakajima also suggested that workforce training funds could be adjusted. **Jennifer James Price** noted that the manufacturing industry is the workforce training funds' largest customer.

Mr. Nakajima outlined the AMC's agenda in five parts: promote manufacturing, workforce training and education, technical assistance and innovation, cost of doing business, and access to capital. He explained that the AMC is using mass marketing and awareness campaign strategies to spread the word about manufacturing in Massachusetts. Mr. Nakajima referred to a similar campaign in central Massachusetts (funded by the National Science Foundation) that yielded increased enrollment in manufacturing programs. He also mentioned that Northeastern University is organizing a "manufacturing report card" in order to get a clear picture of the manufacturing environment in Massachusetts that can be used as a benchmark against which to measure future programs and strategies to determine their efficacy.

Mr. Nakajima stated that the goal of the workforce and education portion of the agenda was to ensure the steady flow of qualified workers into the manufacturing industry. He noted that making sure educational opportunities and equipment are available is crucial to this goal. Mr. Nakajima also referenced a program in central Massachusetts that formed a successful coalition of WIBs, community colleges, career centers, etc., in order to pool access to shop floors and integrate training. He noted that he would like to use these techniques more widely as best practices.

Technical assistance and innovation are demonstrated, Mr. Nakajima stated, through collaborations between Massachusetts Manufacturing Extension Partnership and the International Organization for Standardization for smaller businesses to get ISO certification. These certifications allow small businesses to grow and continue to supply manufacturing jobs and increase productivity and competitiveness for the Commonwealth.

Mr. Nakajima noted that, despite the high cost of doing business in Massachusetts due to healthcare costs, energy costs, etc., the Commonwealth should be willing to talk about these issues and keep some of them on the table. Surveys show that manufacturers are worried about these issues. Healthcare, regulatory reform, and energy efficiency audits are already making a difference.

Mr. Nakajima spoke about the Small Business Innovation Research matching grant program for innovative manufacturers in relation to the access to capital piece of the agenda. He also mentioned that the Massachusetts Technology Development Corporation is working to more effectively cross train the employees at the Massachusetts Technology Development Corporation and MassDevelopment. He noted that smaller companies do not have the time to make sure they are as effective as they can be.

Eileen McAnneny spoke about future workforce shortages and asked if the skill set required for manufacturing positions now is different than it was a generation ago. **Eric Nakajima** replied that the skill set necessary today is much more technically sophisticated than it was in the past and that more STEM education is required. He noted other new elements of the industry such as computer-aided drafting, cutting-edge equipment, and team-based collaboration. Mr. Nakajima mentioned that at Worcester Tech and Westville Vocational School, businesses play a collaborative role by fundraising to bring in equipment and helping administrators tailor their curriculum to current industry needs. He also referred back to AMC's marketing strategy of awareness and encouraging a positive view of manufacturing jobs.

Jennifer James Price noted that math skills are the most difficult to change (especially for adult workers) and that the "chartbook" that looked at workforce issues in manufacturing should be updated. She continued by asking what cost barriers are the most difficult for manufacturing companies to overcome and how these apply to growing jobs. **Eric Nakajima** answered that for companies that are already growing, the expediency and quality of the pipeline getting workers to companies is crucial. For smaller companies, it is more important to develop a supply chain by working with a local Workforce Investment Board to get new contracts.

Aaron Tanaka noted that MassMEP told the Commission that there are jobs in the industry but very few qualified workers. He asked if there is a possible baseline certification for workers to communicate to the industry that they are competent. **Eric Nakajima** responded that the AMC wants to align education and raise performance standards across the state. He added that the National Association of Manufacturers has a training and certificate program, and that that certificate can be used anywhere in the country.

Dr. Alan Clayton-Matthews explained that the Commission has heard many times at regional hearings that there is a shortage of training equipment because it is expensive and wanted to know if Mr.Nakajima had heard the same information. **Eric Nakajima** answered that AMC is trying to take a regional approach to equipment and that every town would have its own facility/equipment. He also stated that the model going forward will be to look to the private sector for financial assistance regarding equipment. He suggested rotating shifts so that different demographics (high school students, unemployed adults, etc.) would have a chance to use the equipment.

Representative Joseph F. Wagner mentioned a company called Precision in Westfield that has 400-500 open positions at any given time but that the local schools only graduate 150 students who can fill those jobs per year. He also mentioned a business owner, Larry Maier, who cannot hire or terminate anyone due to the increase in unemployment costs he would face. Rep. Wagner also commented that marketing is definitely a problem for vocational schools as well for the industry at large and gave the example of Chicopee Vocational School, with which very few people are familiar.

Senator Karen E. Spilka thanked Mr. Nakajima and noted that many of the same themes were mentioned the previous day when the Commission met with MassMEP. She mentioned that MassMEP has made efforts to retrain many seniors, veterans, and persons with CORI issues, and supply them with manufacturing jobs. She went on to state that it would be incumbent upon the Commissioners to request funding when the budget was debated. Senator Spilka ended by stating that the challenge moving forward is to collectively be more consistent across the state, but also to be consistent with the job needs of businesses in that particular area.

Presentation by Patrick Cloney, the Chief Executive Officer of the Massachusetts Clean Energy Center on the clean energy sector of the Massachusetts economy and the 2011 Massachusetts Clean Energy Industry Report.

Patrick Cloney was joined by **Phil Jordan**, the Chief Business Officer of BW Research, the group that created and administered the survey for the Massachusetts Clean Energy Industry Report. Mr. Cloney started his presentation with a commercial MassCEC has been airing entitled "Next Step Living." He continued by explaining that the MassCEC conducted a study regarding clean energy employment in order to learn about the clean energy industry and to create a replicable model to analyze the role of clean energy in a state's economy. Mr. Cloney also stated that the goals of the final product (The Massachusetts Clean Energy Industry Report ("MCEIR")) were to quantify the number of companies and workers in the industry, determine past and future employment growth, understand the industry's share of the state's total workforce, and to determine employer needs and preferences for the clean energy workforce.

Mr. Cloney explained that the MCEIR defines a clean energy firm as a company that provides goods or services related to renewable energy, energy efficiency, alternative transportation and carbon management. The MCEIR defines a clean energy worker as an employee who spends at least a portion of their time supporting the clean energy aspects of their businesses. The MCEC also used Bureau of Labor Statistics to find companies that are likely to have clean energy employees, even if they are not per se clean energy companies. Mr. Cloney stated that the industry growth predicted by the survey is 15.2% over the next 12 months. He further noted that manufacturing firms make up 18% of all clean energy firms in Massachusetts (4,900). Additionally, 61% of clean energy firms reported some amount of difficulty in finding qualified workers with adequate experience in the clean energy industry. Mr. Cloney stated that the clean energy industry includes many different careers and levels of education, from lower skilled and economically challenged workers to workers with PhDs.

Mr. Cloney spoke about the integral nature of the clean energy industry and that its growth will positively affect many other industries in Massachusetts, even those that are not directly involved in the clean energy industry. He stated that many companies come to Massachusetts because of the talent available, but that is sometimes a challenge. Additionally, Massachusetts employers require more education than other clean energy firms around the country.

Mr. Cloney concluded by stating that MassCEC will be going out into the field again in May to replicate this survey, giving The Center a chance to compare numbers from the first survey. More specifically, he noted The Center's interest in new workers the companies have hired since the first survey, where they found them, and their education level. The new report is due on August 15, 2012.

Tim Sullivan commented that it sounds like there is a lot to be excited about in the clean energy industry. He also voiced his concern that the clean energy industry may not be creating jobs that people will want and that have competitive pay and benefits, i.e. family sustaining jobs. **Mr. Cloney** responded that clean energy jobs range from installers of solar panels to top scientists in laboratories. **Mr. Jordan** added that employers are incentivized to underreport the wage data so it is sometimes difficult to ascertain accurate numbers on the topic.

Tim Sullivan spoke about the notion of renewable energy and the clean energy bill slated to be voted on in the Senate's formal session the following day. He wanted to know where MassCEC stands on cost effective issues regarding the clean energy industry. **Mr. Cloney** responded that, regarding natural gas for example, we had to pay that penalty because we, as a region, took that gamble. He continued that there is no need to back ourselves into a corner by limiting our negotiating power; we have a more diversified energy mix.

Tim Sullivan continued that clean and renewable energy allows for energy cost containment and asked if there is a natural alliance that can be made in order to lower the cost of doing business. He also asked if there is any active collaboration in this area or others. **Mr. Cloney** responded that there is a lot of collaboration. MassCEC is bringing capital to the table and giving access to MassCEC so they can educate their sister agencies, which are often the dry run for investments in technology. **Mr. Jordan** added that energy consumption has declined and that consumption is an important conversation that should proceed concurrently with production discussions.

Aaron Tanaka inquired as to availability of clean energy jobs for people of color, people with CORI records, and those residing in urban centers and admitted that he had heard that some firms have not instituted diversity programs regarding hiring practices. He also asked how diverse the current clean energy workforce is. **Mr. Cloney** mentioned a "pathways out of poverty program" wherein caseworkers worked with candidates but it had poor results. He mentioned The Jason Foundation, Inc., which has a more stringent acceptance process, and a 100% completion rate.

Aaron Tanaka asked what else we can do to increase diversity and job accessibility within the industry.

Jennifer James Price commented that this is a work in progress and that there are a lot of problems to be solved concerning training programs. She offered that one solution may be to pair training programs with apprenticeship programs in the future.

Mr. Jordan explained that CORI records are controversial because some clean energy employees, especially installers, will be working in people's homes. He added that the right kind of training is long-term apprenticeship training.

Mr. Cloney explained that MassCEC has an internship program and subsidizes college students. He added that the industry is heavily skewed toward white males and a proper solution would be to over incentivize the companies to hire a diverse cross-section of students/applicants with a special emphasis on hiring students from community colleges.

Eileen McAnneny admitted that she has a perception that the industry is heavily subsidized by the government and wanted to know how much of the original capital and revenue sources for these clean energy companies was provided by the government. **Mr. Cloney** offered that many incentives were going away and mentioned a program called Solarize Massachusetts that removed the customer acquisition cost from the solar installers' formula. This program yielded a $4/watt price increase. He added that this level of pricing is necessary if clean energy will ever be a self-sustaining industry. **Mr. Jordan** added that companies receiving funds from MassCEC are smaller companies and there are not very many of them. He also commented that it is difficult to say whether or not consumer incentives are critical to support the industry. He mentioned that in the coming year MassCEC will be studying rates of job creation specifically attributable to MassCEC programs.

Eileen MacAnneny asked how much of the industry is geared toward commercial enterprise and how much is geared toward entities and individuals. **Mr. Cloney** stated that in solar technology, MassCEC attempts to look at how much incentive these companies really need because they are conscious that the ratepayers are the ones footing the bill.

Senator Karen E. Spilka thanked Mr. Cloney, Mr. Jordan, and the Commissioners. She mentioned that there would be two more presentations at the next meeting and asked that subcommittees bring a relatively substantial draft report for the meeting in April.

Jennifer James Price mentioned that she thinks the Commission has found that there are many more jobs and training opportunities on the government workforce side of the spectrum. She added that the commission should focus on whether there are concrete programs that will help firms grow their businesses.

Subcommittee Update

Dr. Alan Clayton-Matthews stated that there were Inventory Subcommittee meetings on April 10 and May 1.

April Anderson-Lamoureux stated that the Demand subcommittee had not had any meetings but had started filling out the framework, and would circulate it to the larger group to solicit

feedback. She mentioned that a lot of the research had already been done by other groups such as trade associations and EDPCs, so there are few research unknowns.

Aaron Tanaka mentioned that the Supply Subcommittee is in the process of developing a survey to be distributed to people on the Commission as well as local workforce investment boards. He added that they are planning a subcommittee meeting on April 5.

Senator Karen E. Spilka spoke about the regional MetroWest hearing and said there are terrific things going on. She mentioned, however, that through manufacturing, vocational schools, or marketing, there are some areas where we need to do better. She noted that it is surprising to find the similarities in themes in different areas of the Commonwealth. **Senator Spilka** noted that that the Commissioners do reach out to local elected officials but should only give them a brief 5 minutes to speak at the hearings, which has proven difficult to adhere to.

Jennifer James Price asked if there were any different themes from the New Bedford hearing.

Cheryl Lussier Poppe said it was great to hear about veterans. She added that that's why it is so important to make sure that career centers can do the translation. She also noted that being loud and clear about south coast rail is important but wondered how much an issue it is with MBTA issues already existing.

Senator Karen E. Spilka added that there were many dialogues on the lack of transportation infrastructure resources and if we want to stay a strong economic engine, we need to invest. People cannot get to and from work and there should be a short term solution to this problem as well as a long term solution. She added that we need an upfront honest dialogue on transportation needs and costs.

Mary Kay Browne stated the importance of community colleges and that investments in such institutions should be one of the commission's local recommendations.

Jennifer James Price added that she had heard this about community college satellites in other cities as well.

Adjourned.

Documents received:

- **Clean Energy Center Power Point Presentation**
- **Eric Nakajima Power Point Presentation on AMC**

The Massachusetts Advanced Manufacturing Collaborative:

Growing the Economy through Innovation that Makes Manufacturers More Competitive

The Advanced Manufacturing Collaborative

The Advanced Manufacturing Collaborative

Our goal is to enhance the competitiveness of Massachusetts manufacturing and lead the national effort to revitalize this country as a place that makes things.

On November 28, 2011, Governor Deval L. Patrick announced the launch of the Massachusetts Advanced Manufacturing Collaborative (AMC) – a group comprised of leaders from industry, academia and government.

The AMC is working in parallel with President Obama's Advanced Manufacturing Partnership and with seven other states through the National Governors Association Center of Best Practices Policy Academy on Advanced Manufacturing and Innovation.

The Advanced Manufacturing Collaborative

Collaborative Organization

Executive Committee:

Co-chairs:

- Ed Leyden, Ben Franklin Design
- Mitch Tyson, formerly Advanced Electron Beams
- Eric Nakajima, Executive Office of Housing & Economic Development

13 additional members:

- Representatives from industry (8), academia (3), government (2)

5 Working Groups:

Promoting Manufacturing, Workforce & Education, Technical Assistance & Innovation, Cost of Doing Business, and Access to Capital

- Led by industry co-chairs who serve on the Executive Committee
- Populated by representatives from industry, academia, government, and other stakeholders

Affiliates:

MA Technology Collaborative, MA Growth Capital Corporation, Commonwealth Corporation, MassMEP, Associated Industries of MA, SBANE, UMass, Community Colleges & Vocational Schools.

The Advanced Manufacturing Collaborative

Massachusetts Advanced Manufacturing Agenda is focused in five areas:

1. Promoting Manufacturing
2. Workforce & Education
3. Technical Assistance and Innovation
4. Cost of Doing Business, and
5. Access to Capital

The Advanced Manufacturing Collaborative is setting ambitious goals that leverage existing assets and successes.

The Advanced Manufacturing Collaborative

Massachusetts Advanced Manufacturing Agenda

Promoting Manufacturing:

Elevate public understanding of the current capabilities and future potential of advanced manufacturing in Massachusetts. Support the attraction of talent and help position the Commonwealth as a hub for advanced manufacturing companies, including expanding opportunities for in-state marketing of the state's supply chain Capabilities.

1. Launching *a Statewide Manufacturing Marketing Campaign.*
2. Establishing *Friends of Massachusetts Manufacturing.*
3. Releasing a *Manufacturing Report Card.*

The Advanced Manufacturing Collaborative

Massachusetts Advanced Manufacturing Agenda

Workforce & Education:

Expand the ability of the Commonwealth's educational system to respond to the entry and mid-skill level needs of Massachusetts' manufacturing companies and adopt national best-practices model aligning regional and state assets, from vocational schools and community colleges through universities and private training centers.

1. Expand regional networks (vocational schools, community colleges, universities and employers) providing best-practices based pipeline and incumbent worker training.
2. Pilot Master Apprentice Program to transfer knowledge from senior machinists to younger workers for succession purposes.

The Advanced Manufacturing Collaborative

Massachusetts Advanced Manufacturing Agenda

Technical Assistance and Innovation:

Improve access to technical assistance for SMEs through integrated resources and services available to support manufacturing growth, including access to capital, workforce development, compliance and certification, export assistance, and innovation.

1. Launch Modeling and Simulation center to accelerate innovation and efficiencies at small and medium-sized manufacturers.
2. Expand MassMEP ISO Collaborative for certification of SMEs.

The Advanced Manufacturing Collaborative

Massachusetts Advanced Manufacturing Agenda

Cost of Doing Business:

Recommend creative approaches to ease the cost of doing business in Massachusetts, with an emphasis on the high priority needs stated by SMEs and other manufacturers.

1. Health insurance and healthcare cost containment.
2. Statewide regulatory reform to ease the impact of regulations on small businesses.
3. Expand access to energy efficiency audit and finance programs for manufacturers.

The Advanced Manufacturing Collaborative

Massachusetts Advanced Manufacturing Agenda

Access to Capital:

Ensure that manufacturers, particularly SMEs, have the access to finance or investment necessary to support the growth of their firms and make critical investments in new capital equipment, technology, infrastructure or working capital essential for their success.

1. Improve outreach, technical assistance and utilization of existing financial services by small and medium-sized manufacturers.
2. Launch new SBIR matching grant program for innovative manufacturers.

The Advanced Manufacturing Collaborative

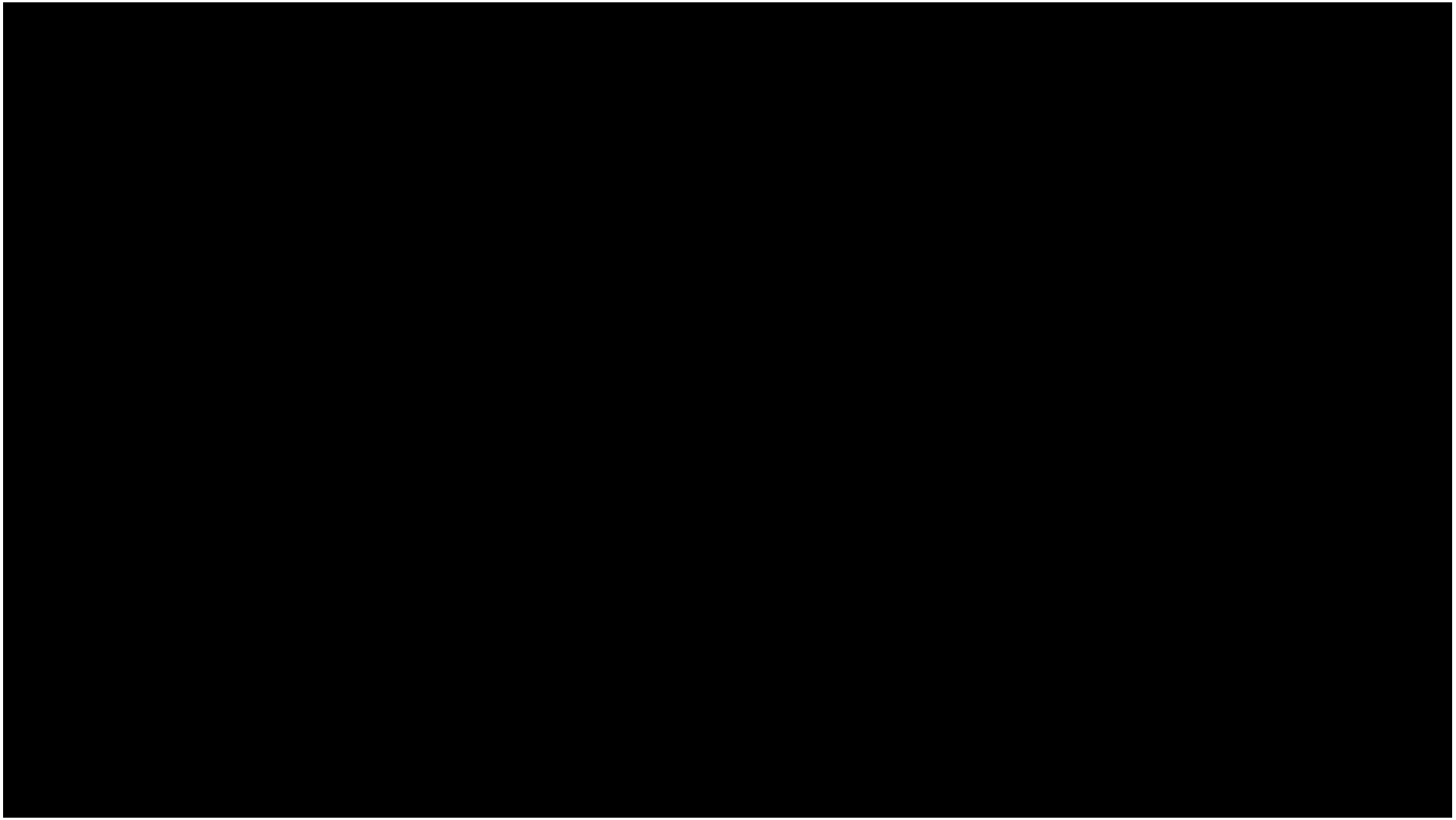
Clean Energy Jobs in Massachusetts

A Growing Industry

MASSACHUSETTS CLEAN ENERGY CENTER

JOIN THE INNOVATION REVOLUTION

Next Step Living



Agenda

- Why a Study?
- Methodology
- Execution
- Results
- Conclusion

Why Study Clean Energy Employment?

Why Study Clean Energy Employment?

- To Learn What We Don't Know About the Clean Energy Industry
- Legislative Mandate
- To Create a Replicable Model to Analyze the Role of Clean Energy in a State's Economy

Massachusetts Clean Energy Industry Report Goals

- Quantify the Number of Companies and Workers in the State's Clean Energy Industry
- Calculate past employment growth and project future employment growth in the state's clean energy industry
- Understand Clean Energy's Share of Total Work-force
- Understand employer needs and preferences for the clean energy workforce

METHODOLOGY

Research Methodology

- **Very Conservative**
- **Definition of Clean Energy Firm:**
  - An employer engaged in whole or in part in providing goods and services related to renewable energy, energy efficiency, alternative transportation, and carbon management.
- **Definition of Clean Energy Worker**
  - Employees which spend at least a portion of their time supporting the clean energy aspects of their businesses.

Research Methodology

- **Survey Based**
- **Known Universe**
  - Known clean energy employers
- **Unknown Universe**
  - Random sample of employers in industries likely to be working in clean energy (Bureau of Labor Statistics)

Execution

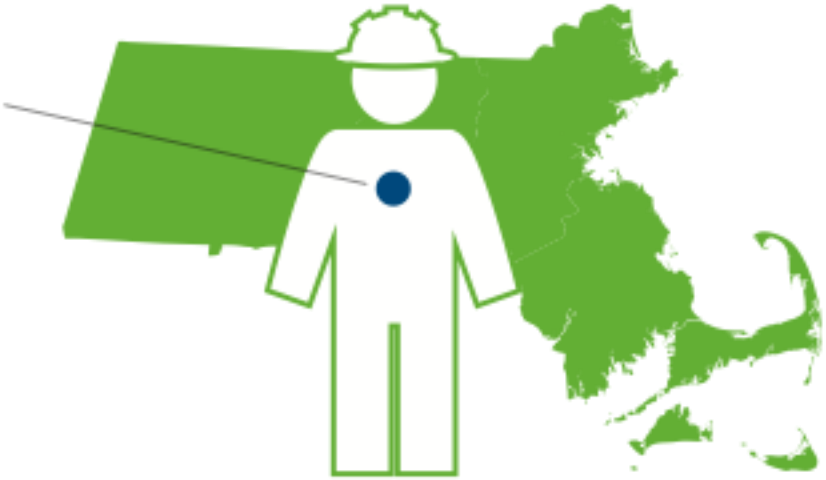
Execution

- **Census of Clean Energy Employers**
  - Partners: MassCEC, BW Research Partnerships, New England Clean Energy Council, Industry Advisory Report
  - 31,000 phone calls and 4,500 emails
  - 1,401 responses
  - Margin of Error = +/-2.5 % at 95% confidence

Results

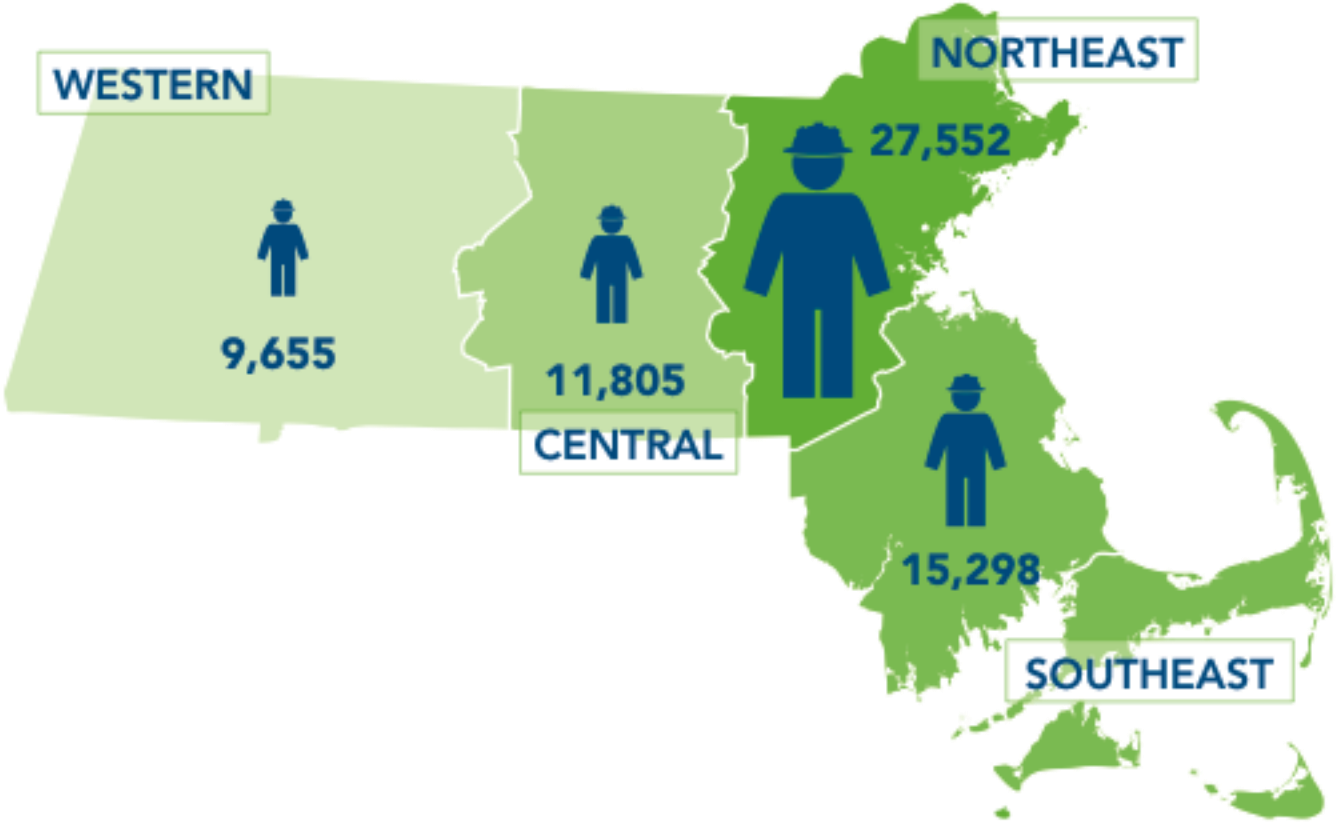
Massachusetts' Clean Energy Sector is Large, Diverse and Growing

- 4,909 Clean Energy Firms
- 64,310 Clean Energy Workers
- Clean Energy workers in Massachusetts = 1.5% of all workers in the state



Clean Energy Workers are Distributed Throughout the Commonwealth

Total Clean Energy Workers by Region



Job Growth in the Massachusetts Clean Energy Industry

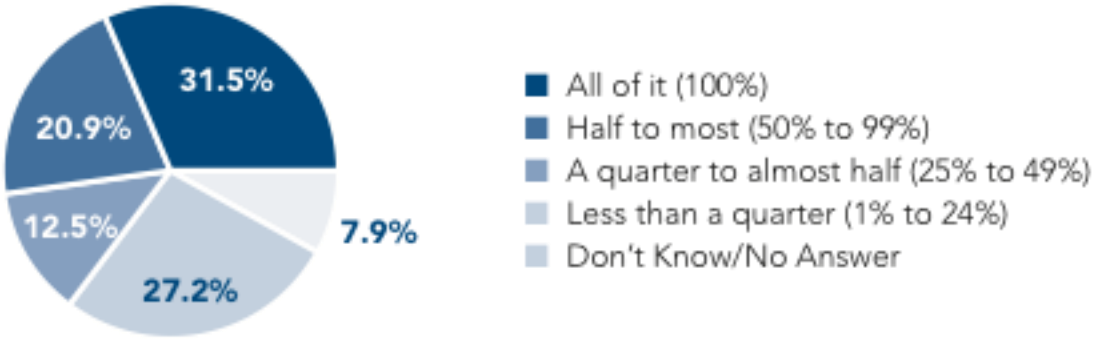
- 6.7% job growth from July 2010 to July 2011
  - Compared to 1% Overall in MA
- Projected 15.2% growth 2011-2012
  - Compared to <2% Projected Overall in MA

Clean Energy Industry Growth Overall Growth in MA

Clean Energy provides an important revenue stream to many businesses

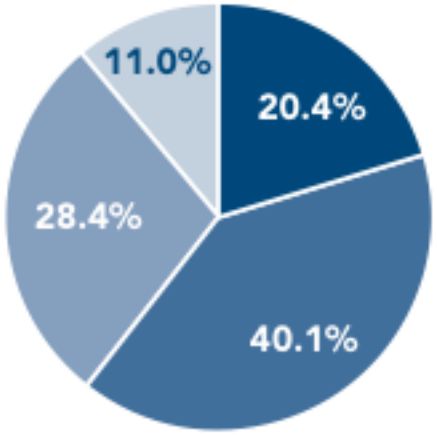
- The largest segment of surveyed employers attribute 100 percent of their revenues to clean energy activities
- More than half of employers report that 50 percent or more of their revenues are related to their business activities in the clean energy industry

Revenue related to clean energy products or services

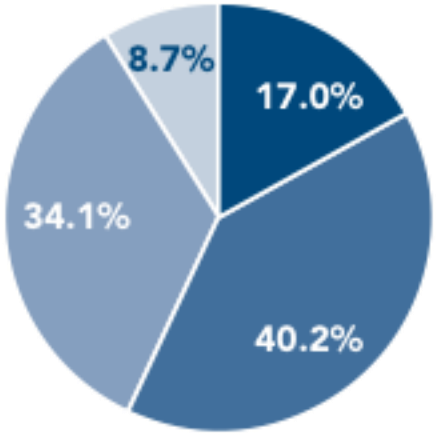


Talent is Critical

Finding qualified applicants with adequate experience in the clean energy industry



Recruiting employees with the technical skills required for their position



Great Difficulty · Some Difficulty · No Difficulty · Don't Know/No Answer

Conclusions

Massachusetts Clean Energy Industry

- Large, Diverse and Growing
- Clean Energy is a Key Revenue Stream
- Small Businesses are prevalent
- Clean Energy Sector
  - Touches the entire Commonwealth
  - Supports Numerous Industries
  - Strong in Multiple Technology Areas
  - Employers Compete for Talent

- The clean energy industry is among Massachusetts' marquee industries
- State should Continue
  - Support for industry with strong policy
  - Commitment to education
  - Support for initiatives that develop all parts of the value chain

Questions

MassCEC Clean Energy Group

twitter.com/MassCEC

facebook.com/MassCleanEnergyCenter

flickr.com/photos/mass_cec/

Jobs Creation Commission Meeting
Massachusetts State House, Room 222
April 25, 2012
10:00 a.m. to 12:00 p.m.

Commissioners in Attendance:

- Karen Spilka, State Senator, Co-Chair
- Richard Ross, State Senator
- Cheryl Lussier Poppe, Deputy Secretary for Programs, Services and Personnel, Department of Veterans' Services
- Eileen McAnneny, Director of Public Policy, Fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- Justin Sterritt, Project Manager, Executive Office of Housing and Economic Development
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Tim Sullivan, Legislative and Communications Director, Massachusetts AFL-CIO
- Jennifer James Price, Undersecretary of Workforce Development, Executive Office of Labor and Workforce Development
- Dr. Alan Clayton-Matthews, Professor and Director of Quantitative Studies, School of Public Policy and Urban Affairs, Northeastern University
- Secretary Ann Hartstein, Executive Office of Elder Affairs

Other Attendees:

- Mary Anne Padien, Michael Wright, Marianne Conboy and Ken Wieczerza, Office of Senator Karen Spilka

Meeting Summary:

Senator Karen E. Spilka called the meeting to order and began introductions. She then announced that the meeting would proceed to presentations.

Presentation by John Regan, Executive Vice President for Government Affairs, Associated Industries of Massachusetts:

John Regan stated that he would proceed by first reading a prepared statement, after which he would be happy to move to a question-and-answer dialogue with the Commissioners.

Mr. Regan began by describing his service on the House Ways and Means staff during the period from the late-1980s "Massachusetts Miracle" to the recession of the early 1990s. He noted the interrelationship between a healthy economy, a healthy Commonwealth, and healthy budgets for state and local governments. He then described the numerous societal benefits that flow from job creation efforts, quoting former Governor Weld's observation that "the best social program is a good job." Mr. Regan

stated that the challenge of job creation continues to occupy most of his professional time.

Mr. Regan moved on to an overview of recent economic data on the national level that is threatening the stability of the economic recovery, particularly with regard to manufacturing output. He described a state of "cautious" optimism on the part of manufacturers with regard to future production and hiring, and forecasts for modest economic growth. He noted that the recent slowdown in hiring and other economic indicators demonstrates how tenuous the economic recovery is, but that recurrent obstacles such as energy price increases and financial instability in Europe are over-magnified. He concluded his statements on the national picture by urging policymakers to focus on self-sustaining strategies that reduce economic uncertainty as they consider job creation efforts.

Mr. Regan began with more labor market data, noting that AIM's Business Confidence Index (BCI) is trending upward and approaching pre-recession levels. He described the curious circumstance which existed for most of the post-2008 recession, in which employer confidence at the individual company level consistently exceeded state and national confidence averages. While the BCI trend is encouraging, Regan stated that the overall jobs picture in the Commonwealth remains unclear. He emphasized data showing that small employers (responsible for the vast majority of recent job growth in the state) are on-average less optimistic than their larger, more established counterparts and more vulnerable to uncertainty and high non-wage employment costs (healthcare, etc.). He continued by noting that the labor force in the Commonwealth over the last decade has been "essentially flat," with the unemployment rate ranging between 4% and 8.7%. While he described the current 7% unemployment rate as "great news", he also made note of the fact that several geographic areas of the state – particularly formerly-industrial urban areas – have much higher unemployment than the state average. This led to his next point, which was that the Commonwealth has, de facto, two "separate" economies divided by income, opportunity, education levels, and other factors. He argued that the middle class will be hardest-hit as the state's labor force and economy continue to evolve.

Emphasizing that there is no "silver bullet" at the state level to address the issues surrounding jobs creation, Mr. Regan quoted Harvard Professor Michael Porter's statement that a major challenge for the Commonwealth in the near future will be attracting jobs that don't revolve around high-end skills and PhDs. The Professor's quote also focused on cost reduction in areas such as unemployment insurance, rent, and healthcare as key preconditions to widespread job creation. Regan stated that, in fact, policy at the state level has great potential to chill job growth through the accretion of "seemingly good ideas" (such as healthcare reform and environmentally-focused energy policies) that make the Commonwealth a less attractive place to do business. He concluded his prepared remarks with a quote from Governor Patrick, emphasizing the need to support "innovation" industries, small businesses, and infrastructure while reducing costs and unwarranted barriers to job growth. He also explained that AIM estimates the cost of adding one new employee for Massachusetts companies at around $82,000 and made mention of an AIM formula showing that, on average, a business

needs to make an additional $1 million in revenue to hire 1 full-time salaried employee with benefits.

John Regan focused on the following topics based on questions by Commissioners:

General comments about the economy outside of Boston: Mr. Regan commented that the economic picture "darkens" outside of Greater Boston, because Greater Boston's knowledge-based economy is heavy in medical, tech and financial companies that keep employment numbers relatively strong. Mr. Regan pointed to the need for worker training and retraining programs to fit the tech-heavy manufacturing jobs of today and thereby close the notable "skill gap" in the Commonwealth's manufacturing labor force.

Steps to encourage expansion in manufacturing: Mr. Regan began his answer by noting that the manufacturing sector has maintained its contribution to Gross State Product despite a 50% reduction in the manufacturing labor force (reflecting increased productivity through technological innovations and a lack of new employees). He continued by stating that the average age within the manufacturing workforce continues to increase, and that not enough students and young people are entering the sector. He then mentioned that the key challenge was figuring out how to "sell" manufacturing jobs to potential employees.

Statement that it takes an additional $1m in revenue to add on salaried job: Mr. Regan described the calculation as one based on a theoretical salaried position with ample benefits at an established company. He noted that start-up companies engage in hiring without revenue, but he attributed this to their general funding structure (funding through entrepreneurship, etc.). He stated that the purpose of the exercise had been to illuminate company decision-making and that the $1 million figure was simply an example.

Suggested job creation programs: Mr. Regan noted that the real challenge is not to have too many costs that "stand out in the pack" of other states, and intimated that the Commonwealth does in fact stand out in areas such as healthcare and unemployment insurance costs. With regard to actual job creation strategies, Mr. Regan noted that the Workforce Training Fund has been an effective program, attributing its success to the level of employer input in training project planning, and describing an ever-present need for training coordination. He also stated that another key factor is the overall message sent to the business community.

Expanding services geared toward job creation: Mr. Regan reiterated the need to make the state's workforce development system more employer-focused and "customer-friendly." To that end, he mentioned the possibility of converting workforce development grants into more simplified "block" grants, and stated that employers need statewide proficiency from workforce development personnel with regard to project development and coordination. He opined that some tax credits are "misplaced", and that business credits geared toward research and development can be successful.

Policies to support next generation of manufacturing: Mr. Regan answered that, based on his experiences with the manufacturing community, employers recognize the potential for future workforce difficulties but the true scope of problems presented by their eroding workforce may even be larger than they anticipated. He also noted that for most businesses, personnel are too busy with day-to-day operations to concern themselves with workforce development, regulatory obligations, etc. He listed the loss of industrial knowledge as the labor force ages as another impediment before explaining that apprenticeship' programs had been historically successful in the manufacturing trades. He also mentioned the Governor's community college unification plan as one that may allow for better coordination between manufacturers and schools to help develop interest in the field among current and future students.

Before proceeding to the next presentation, **Senator Karen E. Spilka** noted that a quorum was present and the Commissioners passed a motion to adopt the minutes from the April 3rd meeting of the Supply Subcommittee. Seconded. Adopted unanimously.

Presentation by Aaron Tanaka, Boston Workers' Alliance

Aaron Tanaka stated that his presentation would focus on strategies to help establish new businesses, and was informed by his personal areas of expertise such as urban unemployment. Tanaka noted that the "crisis" of urban unemployment has a massive impact on urban and formerly-industrial areas, and that the Workers' Alliance believes that a strategy focusing on the urban unemployed should be a key aspect of the Commission's proposals.

Mr. Tanaka then proceeded with his PowerPoint presentation, with the first slide devoted to the crisis of urban joblessness and barriers to hiring among the urban population, including racial discrimination, educational barriers, CORI requirements, and lack of access to capital for urban entrepreneurs. He also mentioned the impacts of multinational corporations on the ability of smaller urban employers to remain viable. He then moved on to a description of the benefits underlying urban labor force and labor market development, which can help reduce costs associated with social services, incarceration, and state assistance.

Mr. Tanaka stated that the Workers' Alliance has four main areas of focus with regard to its urban jobs strategy: (1) worker cooperatives; (2) 'anchor' institutions; (3) publicly-funded jobs programs; and (4) revenue and tax reform. He then discussed the Evergreen Cooperative, a Cleveland, Ohio-based organization which is worker-owned and participates in various industries, especially the manufacture of solar panels. He explained that Evergreen is based on a cooperative model pioneered in Mondragon, Spain which has had great success creating a base of sustainable, community-based job growth since its inception. The model is one in which workers earn income in the form of equity accounts based on company profit, thereby giving each employee a tangible stake in the health and continuing vitality of the business. He mentioned that the Evergreen cooperative is a result of collaboration between the Cleveland Foundation, city and local governments, and nonprofit organizations. He listed the benefits of worker-based

cooperatives, including the development of 'worker wealth' through shared ownership, higher productivity, the keeping businesses within a designated community, and the opportunity for individuals to have self-empowering work experiences.

Mr. Tanaka next mentioned the potential for growing the worker cooperative model based on developing relationships between co-ops and local anchor institutions such as hospitals, schools, and other permanent local entities. He said that Evergreen has built its success in the green laundry, solar installation and urban agriculture sectors by partnering with anchor institutions in and around Cleveland. The cooperative established relationships with these entities by explaining that their pre-existing service contracts were not local and emphasizing the benefits of a worker cooperative based in Cleveland. His major point was that, as opposed to the current 'accepted' model in which training programs are offered regardless of whether corresponding employment opportunities exist, the Evergreen/Mondragon systems turn this model on its head by training employees to meet the existing needs of customers.

Mr. Tanaka also discussed the Workers' Alliance's policy recommendations with regard to publicly-funded jobs programs and revenue and tax reform. Regarding public funding initiatives, he mentioned state investment in direct employment of target populations (youths, ex-offenders, veterans etc.) through on–the-job training, and focusing funding on employee-owned cooperatives. Additionally, he mentioned the Alliance's proposal for an audit of state and state vendor purchasing opportunities to assess whether such entities could act as anchors for new worker coop initiatives. With regard to revenue and tax reform, he focused on the proposals to increase the income tax rate while simultaneously increasing the personal income tax exemption, as well as aligning the income and capital gains tax rates.

Mr. Tanaka concluded his presentation by showing a short video about the Evergreen cooperative.

Senator Karen E. Spilka then moved the Commission to discuss its pending business, including the progress of subcommittee reports.

Inventory Subcommittee: The members of the Inventory Subcommittee stated that they had some draft language started on their report outline, with **Dr. Alan Clayton-Matthews** noting that the report will show that inventory-focused programs "work" from a cost-benefit perspective. **Jennifer James Price** mentioned that the subcommittee will have a shorter list of "take-aways" available shortly.

Demand Subcommittee: **Justin Sterritt** stated that the Demand Subcommittee had an outline ready which had been circulated to its members, the final draft of which would be available at the next meeting. He also mentioned that the subcommittee was hoping to get more demand-side data from the business community in May.

Supply Subcommittee: **Aaron Tanaka** listed the overarching goals for its report, including a survey of the priorities of policymakers and stakeholders in the labor field

expected in the next week, but stated that an outline was not yet ready for distribution to the Commission.

Senator Karen E. Spilka reminded Mr. Tanaka about the impending report deadlines, and stated that the current phase of report development is an opportunity to draft collaboratively with her office if desired.

Aaron Tanaka mentioned that he hoped to have a subcommittee outline available for distribution in the week following the meeting.

Senator Karen E. Spilka noted that **Dr. Alan Clayton-Matthews** had completed the second section of the final report, and confirmed that this section would cover the current state of the economy vis-à-vis labor supply.

The Commissioners then briefly discussed the regional hearing in Framingham.

Senator Karen E. Spilka initiated a discussion on the May 4th hearing in Dorchester, scheduled to run from 9AM to 12PM. She thanked the staff of the local workforce investment board for their help in lining up panelists for that event. She then noted that the next monthly meeting (on May 30th) would not include any presentations, but would instead be a discussion on the Commission's final report. She explained that fellow Commissioners should pay attention to emails from her office and those of other members, emphasizing that now is the time to make comments or suggestions on the work of the various subcommittees.

Jennifer James Price asked about the structure of the Commission's final meeting. **Senator Karen E. Spilka** said she hoped the subcommittees would have their lists of recommendations ready to discuss and pool together. She noted that additional meetings in June may be necessary to finalize the report. **Mary Anne Padien** then mentioned that Senator Spilka's staff has attempted to create a list based on the minutes of previous meetings which contains some policy or program recommendations. She also noted that the Commission wanted to ensure that the reports of the various subcommittees would be used to analyze its final recommendations, which would be facilitated by distribution of draft subcommittee reports. She also stated that Senator Spilka's staff would meet to go through materials from regional hearings and monthly meetings to cover some of the recommendations that are beyond the scope of subcommittee reports.

Adjourned.

Materials distributed:

- Meeting Agenda
- Supply Subcommittee Meeting Minutes from April 3rd
- Inventory Subcommittee Outline of Report Section 5 (provided by Alan Clayton-Matthews)
- Demand Subcommittee Outline

- Brief Outline of Report Section 2 (provided by Alan Clayton-Matthews)
- Jobs Creation Commission Boston Meeting Schedule
- Prepared Remarks of John Regan
- PowerPoint Presentation Slides (provided by Aaron Tanaka)
- Jobs Creation Commission Regional Hearings Tour Schedule

Leadership is our business

Associated Industries of Massachusetts
One Beacon Street, 16th Floor
Boston, MA 02108
617.262.1180 | www.aimnet.org

Creating Quality Jobs in the Commonwealth – Just how do we do that?

As Massachusetts moved from the last days of the so called Massachusetts Miracle of the 1980s to the recession of the early 1990s, I served as a member of the staff of the House Committee on Ways and Means.

A fact not lost on anyone, at the time or now, was the interrelationship of a healthy economy, a healthy commonwealth, and healthy budgets for state and local government.

To those charged with increasing revenue, the most effective path was one of increased job creation – growing the number of taxpayers, while not increasing the taxes of those currently paying taxes. The benefits of job creation are more widespread than just revenue; in the words of a favorite quote of my old boss, Governor Weld, "The best social program is a good job."

From my days at HWM, to my days in the city of Marlborough, to my time as Executive Director of MOBD – COO of MassDevelopment and now at AIM, this fascinating challenge continues to occupy much of my professional effort and concern. So, where do things stand?

Nationally

From a weekly report from an economist at NAM:

While the U.S. economy continues to expand, the pace of growth has slowed in the past month or two. Industrial production was flat in March for the second month in a row, with manufacturing production and capacity utilization down slightly.

Some sectors saw growth in March – including motor vehicles, computers, machinery and chemicals – but most of the durable and nondurable goods sectors pulled back on activity in the month.

A degree of cautious optimism exists among manufacturers regarding future production and employment. Surveys continue to show a generally positive picture for new orders, shipments, job creation and capital spending in the coming months.

The Conference Board's Leading Economic Index also forecasts modest growth ahead, with the index growing for the sixth straight month (albeit slower than the month before, and with manufacturing providing a slight drag).

The recent slowing activity – even if it is just a bump in the road – shows the tenuousness of this economic recovery.

The growth trajectory for the economy continues to be positive overall, with real GDP expected to increase 2.5 percent this year.

Obstacles that surface – whether higher energy prices or new developments in Europe – tend to be over-magnified.

Businesses and consumers continue to be anxious, mindful that economic growth is not yet on a firm footing. Policymakers need to focus on pro-growth strategies that reduce uncertainties and produce a recovery that is self-sustaining.

State Level

How are we doing on the state level? Not bad. AIM's Business Confidence Index, though still skittish, is approaching pre-recession levels. The sub-indices that make up the BCI have had some solid trends.[1] Individual business confidence has out-performed both the state level and federal level confidence. For state policy makers on this group – employers have been consistently more confident in state-level conditions than in national conditions. (Take a bow!) Looking ahead, however, we have greater exposure than most states to the spreading recession in Europe, and to potential reductions in federal spending.

Jobs

However, the Massachusetts jobs picture remains unclear.

AIM's s surveys find that small employers (the main source of new jobs) tend to be less optimistic than large companies; and that persistent economic uncertainty and high non-wage employment costs stand in the way of new hiring for employers of all sizes.

MA labor force over the last decade has been essentially flat. Over that same period, the unemployment rate has gone from a low of 4.8% to a high of 8.7% and now stands under 7%. That great news is offset by much higher numbers in certain well known areas of Massachusetts – notable are the older urban areas well known to this group.

Several years ago, I used the title a "tale of two Massachusetts" as the theme for most of my public speaking. The duality asserted by that title is still true today and still very much a concern.

We are, at least, two economies. Two economies divided by opportunity, by income, by educational achievement, by geography, by competitive pressure and by future prospects.[2]

And, to make matters worse, it's the middle that will feel the squeeze most as the economy continues to evolve as does the state's labor force.[3]

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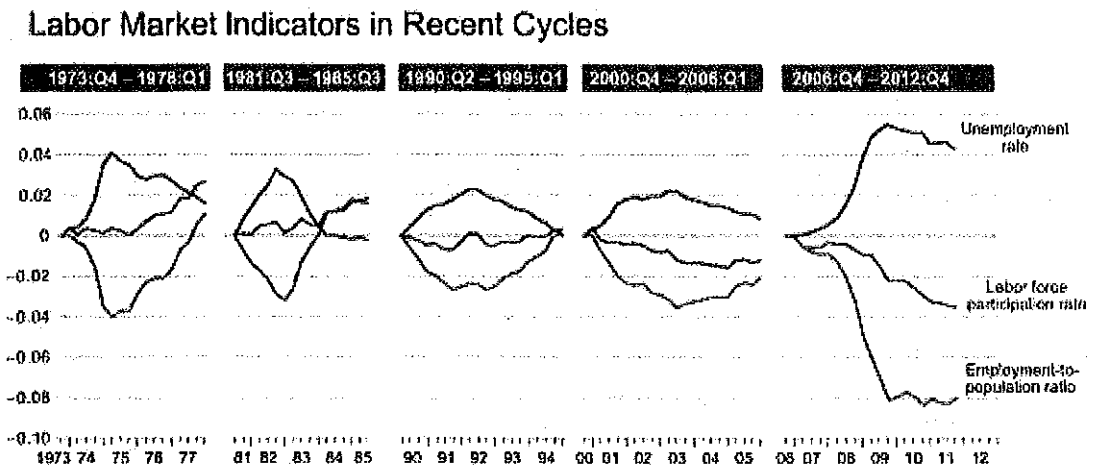
[1] AIM Business confidence index – April 2012
[2] See David Brooks: The two economies (New York Times – April 11, 2012
[3] Porter: Mid-level jobs key to recovery



According to Professor Porter:

> "The state's best strategy is to reinforce its strengths and address its competitive weaknesses. There is no silver bullet here. It's critical, for example, the state keep funding for students so universities are able to maintain their student base, because the students they train are critical to the state. We need to continue to invest behind our high-skill, high-technology clusters.
>
> But a greater challenge will be retaining and attracting jobs that don't involve high-end skills and PhDs. And there's only one way to do that: bring down the cost of doing business and the cost of living in the state.
>
> Our wages are high, and that's not bad. But our benefit costs are high, our unemployment insurance costs are high, our utility costs are high, our rental costs are high, our corporate income tax is high. Many of the changes necessary do not involve money, but changing our practices. Until we deal with those things, we're just fooling ourselves if we think the state's going to create a lot of jobs."

Regarding job creation and state level action – here is what I have learned: there is no "magic bullet" that "creates" jobs.

In fact, state-level policy has the greater potential of harming or slowing job creation by the accretion of seemingly good ideas that send a chilling signal to employers (see higher health care costs through Massachusetts only mandates, higher electricity costs through Massachusetts only environmental policies, and labor policies that make Massachusetts less attractive to job creators (sick leave, high UI costs, narrow if not impossible legal definitions of employees vs. independent contractors, mandatory treble damages – to name a few.) A high minimum wage tends to depress youth employment – a matter of significant current concern with long-term implications.

In the intro to Choosing to Compete in the 21st Century[4] - is found the following quote from Governor Patrick on the occasion of his second inaugural:

"We can't be satisfied until every single resident who seeks work can find it. That means we must invest in education, in the innovation industries that are expanding opportunity around the Commonwealth, in the small businesses that are the backbone of our economy, and in the infrastructure that supports it all. We must reduce the costs of doing business here, and make it easier for companies to hire people by removing unwarranted barriers, be they outdated regulations, escalating health insurance premiums, or limits on capital access for small businesses." –Governor Deval Patrick, Second Term Inaugural Address, January 6, 2011

I would replace only one word in the quote above –"innovation" should be "innovative," because innovation is not, and cannot be, limited to a few industries. Ingenuity has always been a driver of the Massachusetts economy and unleashing its power will lead to the job creation we all seek.

[4] http://www.mass.gov/hed/docs/eohed/economicdevpolicystrategy.pdf

LEGISLATIVE PRIORITIES 2012

Associated Industries of Massachusetts engages in policy work on behalf of employers who provide jobs to 650,000 Massachusetts residents. We do so guided by the belief that only a vibrant, private-sector economy creates opportunity that binds the social, governmental, and economic foundations of our commonwealth.

The association respectfully offers its public policy priorities for 2012

1. Reduce the cost of health insurance by supporting adoption of alternative methods to pay medical providers and by encouraging employer and consumer engagement.
2. Address high electricity costs in Massachusetts and any burdensome state regulations that drive those costs.
3. Secure a one-year or multi-year freeze in Unemployment Insurance rates and implement long-term structural changes in the UI system.
4. Oppose anti-growth proposals such as paid family leave and mandated sick leave.
5. Support efforts to ensure that Massachusetts maintains globally competitive schools and workforce development programs.
6. Repeal the restrictive Massachusetts definition of Independent Contractor and adopt the federal definition.
7. Amend the mandatory treble damages law to apply only to willful violations of the Massachusetts Wage & Hour statute.
8. Retain existing legal protections for intellectual property, especially the use of non-compete agreements.
9. Continue predictable, responsible and long-term state fiscal policy.

AIM looks forward to working with the Patrick Administration and the Legislature during 2012 to create an environment to encourage the ingenuity and entrepreneurial energy that has historically driven the Massachusetts economy. AIM stands for jobs, economic opportunity, fiscal predictability, business formation, innovation, education, and a government that acknowledges that the private sector has the unique ability and responsibility to create the Common Wealth for the people of Massachusetts.

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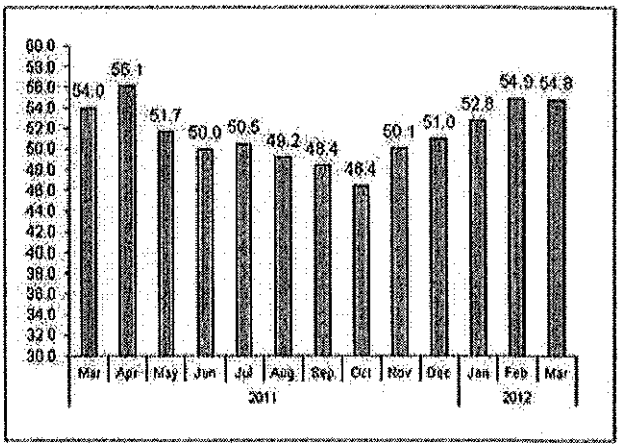
Fitful Recovery Leaves Massachusetts Employers Wary

Posted by Andre Mayer on Tue, Apr 03, 2012 @ 08:39 AM

Confidence among Massachusetts employers remained virtually unchanged during March as companies struggled to build enthusiasm for a recovery that remains real but far from robust.



The Associated Industries of Massachusetts Business Confidence Index (BCI) declined one-tenth of a point to 54.8 last month, breaking a string of four consecutive monthly gains. Most employers reported "good" or "average" business conditions, but some continue to face serious challenges and many are aware of economic and political uncertainties ahead.

"The question is whether this is a brief pause in upward movement, a plateau or even the beginning of a decline," said Raymond G. Torto, Global Chief Economist at CB Richard Ellis Group, Inc., the chair of AIM's Board of Economic Advisors (BEA).

"In 2011 the year started well, but there was a significant slowdown in the middle period and we ended below where we started."

Added Richard C. Lord, President and Chief Executive Officer of AIM: "The missing ingredient in our economic recovery is jobs – the recession won't really be over until we put people back to work."

AIM's Business Confidence Index has been issued monthly since July 1991. Its historical high was 68.5, attained in 1997 and 1998 and its all-time low was 33.3 in February 2009. The Index uses a 100-point scale with readings of more than 50 indicating a positive outlook on the economy.

Employers remained more confident during March about their own companies, at 58.5, than about the overall economy. Companies are selling more and hiring less - the AIM Company Sales Index added 1.4 to 57.6, while the Employment Index shed three-tenths at 55.6.

"Since October, the Employment Index has fallen behind the Sales Index," said Katherine A. Kiel, Professor of Economics at the College of the Holy Cross, a BEA member.

"Looking ahead, 30 percent of responding employers expect to add staff in the next six months, compared to 10 percent foreseeing reductions, which is positive but weaker than February's result (32 percent-3 percent). We are not yet seeing the surge of job creation that will finally put the recession behind us."

The absence of a hiring surge is creating contradictory signs throughout the American economy. The Institute of Supply Management reported this week that its index of U.S. economic activity rose for the 34th consecutive month in March, while the unemployment rate in Massachusetts has remained stuck at 6.9 percent since the beginning of 2012 after falling for much of last year.

Employer confidence in current economic conditions rose to a four-year high of 53.0 during March, according to the AIM Index, but expectations about conditions six months from now dropped 1.1 points to 56.7. Employers remain significantly more bullish about the Bay State economy than the national economy.

Tags: Massachusetts employers, Massachusetts economy, AIM Business Confidence Index

Comments have been closed for this article.

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David Brooks: The two economies

David Brooks | Posted: Wednesday, April 11, 2012 12:00 am

The creative dynamism of American business is astounding and a little terrifying. Over the past five years, amid turmoil and uncertainty, American businesses have shed employees, becoming more efficient and more productive. According to The Wall Street Journal on Monday, the revenue per employee at S&P 500 companies increased from $378,000 in 2007 to $420,000 in 2011.

These efficiency gains are boosting the American economy overall and American exports in particular. Two years ago, President Obama promised to double exports over the next five years. The United States might actually meet that target. As Tyler Cowen reports in a fantastic article in The American Interest called "What Export-Oriented America Means," American exports are surging.

Cowen argues that America's export strength will only build in the years ahead. He points to three trends that will boost the nation's economic performance. First, smart machines. China and other low-wage countries have a huge advantage when factory floors are crowded with workers. But we are moving to an age of quiet factories, with more robots and better software. That reduces the importance of wage rates. It boosts American companies that make software and smart machines.

Then there is the shale oil and gas revolution. In the past year, fracking, a technology pioneered in the United States, has given us access to vast amounts of U.S. energy that can be sold abroad. Europe and Asian nations have much less capacity. As long as fracking can be done responsibly, U.S. exports should surge.

Finally, there is the growth of the global middle class. When China, India and such places were first climbing the income ladder, they imported a lot of raw materials from places like Canada, Australia and Chile to fuel the early stages of their economic growth. But, in the coming decades, as their consumers get richer, they will be importing more pharmaceuticals, semiconductors, planes and entertainment, important American products.

If Cowen's case is right, the United States is not a nation in decline. We may be in the early days of an export boom that will eventually power an economic revival, including a manufacturing revival. But, as Cowen emphasizes, this does not mean nirvana is at hand.

His work leaves the impression that there are two interrelated American economies. On the one hand, there is the globalized tradable sector — companies that have to compete with everybody everywhere. These companies, with the sword of foreign competition hanging over them, have become relentlessly dynamic and very (sometimes brutally) efficient.

On the other hand, there is a large sector of the economy that does not face this global competition — health care, education and government. Leaders in this economy try to improve productivity and use new technologies, but they are not compelled by do-or-die pressure, and their pace of change is slower.

A rift is opening up. The first, globalized sector is producing a lot of the productivity gains, but it is not producing a lot of the jobs. The second, more-protected sector is producing more jobs, but not as many productivity gains. The hypercompetitive globalized economy generates enormous profits, while the second, less-tradable economy is where more Americans actually live.

In politics, we are beginning to see conflicts between those who live in Economy I and those who live in Economy II. Republicans often live in and love the efficient globalized sector and believe it should be a model for the entire society. They want to use private health care markets and choice-oriented education reforms to make society as dynamic, creative and efficient as Economy I.

Democrats are more likely to live in and respect the values of the second sector. They emphasize the destructive side of Economy I streamlining — the huge profits at the top and the stagnant wages at the middle. They want to tamp down some of the streamlining in the global economy sector and protect health care, education and government from its remorseless logic.

Republicans believe the globalized sector is racing far out in front of government, adapting in ways inevitable and proper. If given enough freedom, Economy I entrepreneurs will create the future jobs we need. Government should prepare people to

enter that sector but get out of its way as much as possible.

Democrats are more optimistic that government can enhance the productivity of the global sectors of the economy while redirecting their benefits. They want to use Economy I to subsidize Economy II.

I don't know which coalition will gain the upper hand. But I do think today's arguments are rooted in growing structural rifts. There's an urgent need to understand the interplay between the two different sectors. I'd also add that it's not always easy to be in one of those pockets — including the media and higher education — that are making the bumpy transition from Economy II to Economy I.

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Porter: Mid-level jobs key to recovery

Massachusetts must make changes to keep a competitive edge

By Michael Porter | May 19, 2009

The challenge for Massachusetts is that some of our areas of strength are being hit hard by the economic crisis. Firms that manage money have seen their assets under management go down by 20 or 30 percent; that reduces their fees. Universities have been strongly affected by their endowments being down. So some of the areas that have supported and sustained us are feeling the impact.

I don't expect a fast recovery. But I'm not worried about our fundamental competitiveness in our sophisticated clusters such as life sciences and financial services. What I am worried about is that we're at risk of losing a lot of medium-skilled, medium-wage jobs. If you look at our large companies, I'd be surprised if they were adding a lot of jobs in the state. It's not high-end jobs, research jobs that are moving out. It's people that are doing the processing, the back office work, the sales administration; people who make $50,000, $60,000, $70,000 a year. Those jobs face great risk because of our state's high costs.

The state's best strategy is to reinforce its strengths and address its competitive weaknesses. There is no silver bullet here. It's critical, for example, the state keep funding for students so universities are able to maintain their student base, because the students they train are critical to the state. We need to continue to invest behind our high-skill, high-technology clusters.

But a greater challenge will be retaining and attracting jobs that don't involve high-end skills and PhDs. And there's only one way to do that: bring down the cost of doing business and the cost of living in the state.

Our wages are high, and that's not bad. But **our benefit costs are high, our unemployment insurance costs are high, our utility costs are high, our rental costs are high, our corporate income tax is high. Many of the changes necessary do not involve money, but changing our practices. Until we deal with those things, we're just fooling ourselves if we think the state's going to create a lot of jobs.**

Michael Porter, an expert on competitiveness, is Harvard's Bishop William Lawrence University Professor at Harvard Business School. ■

For small businesses, a hesitancy to hire

By Megan Woolhouse

Globe Staff / February 14, 2011

FRANKLIN — For the first time in years, Bill and Donna Olson, owners of a small contractor supply company, feel hopeful. Sales of power tools, ladders, and generators are up. More customers are visiting their showroom. Most important, nails — their business's lifeblood — are selling again.

The uptick in sales should mean new hiring. But when Donna Olson tallies the cost of salary, unemployment insurance, and other expenses to hire even a single employee, she hesitates.

The Olsons' seven-person company, Marathon Tool, would need to sell about 20 million more nails — enough to fill four truckloads — to pay for just one new counter clerk.

"It's crippling," she said, hovering over her calculator.

The Olsons' caution illustrates one reason hiring has remained sluggish, even as profits climb and employer confidence grows. With the steep cost of creating a job — especially in a still uncertain economy, and particularly in industries related to construction — employers are thinking long and hard before taking on the long-term costs of additional hiring.

Unemployment remains stubbornly high, and finding ways to jump-start hiring is a national priority. Last week, President Obama implored US corporations to stop hoarding cash and use some of it to expand payrolls.

A significant acceleration in hiring, however, will depend on small businesses, such as Marathon Tool. More than half of private sector workers in both the state and nation work for companies with fewer than 100 employees, according to the US Labor Department. A recent survey by the National Federation of Independent Business, the small-business lobby, showed that while small businesses are more optimistic about economic conditions, only 3 percent plan to boost hiring.

"They feel like the recovery is coming along, that things are better and that they've weathered the storm," said Bill Vernon, director of the federation's Massachusetts office. "But they probably want to see a bit more before they start growing."

Such uncertainty leads businesses to hesitate when they consider taking on the costs of new workers. And it's not just salaries. Associated Industries of Massachusetts, the state's largest employer group, estimates nonwage expenses can total as much as 40 percent of annual pay in Massachusetts.

At Marathon Tool, the Olsons said hiring one counter clerk at $35,000 a year would require them to also pay $1,750 in state unemployment insurance premiums, $2,170 in federal payroll taxes, $583 for workers' compensation insurance, and $280 for federal unemployment insurance. Just covering the salary would require them to sell about 17.5 million more nails; add the nonwage costs, and that's another 2.4 million nails.

Costs are rising, too — which must also be considered in the hiring equation. Between 2009 and 2010, for example, Marathon tool's state unemployment insurance costs jumped by $10,000 even as company sales plummeted 60 percent.

The Olsons are also bracing for another 40 percent increase in the spring as the state replenishes the fund that pays benefits. The state Senate recently approved freezing the rates this year to avoid such a big increase; the House has not taken action yet.

Donna Olson said she understands unemployment benefits are an important safety net for workers. But the anticipated costs make her rethink hiring.

"You're hurting the people who should be the solution to the problem," she said. "Anyone who thinks it doesn't hurt small business is crazy."

Bill Olson started Marathon Tool in 1986 with a loan from a friend, buying nails manufactured in China and Korea and reselling them to New England contractors. Operating out of a sunroom in Olson's Norfolk home, the company was a family affair. Donna Olson left her job as an elementary school teacher and helped build the business. In the early years, she said, they sacrificed profits, reinvesting whatever they earned in sales.

It paid off. By 2006, Marathon Tool had a storefront and $4 million in annual sales. At their peak, they employed 17 full- and part-time workers. "We were humming right along," Donna Olson said.

In general, hiring workers in the United States is expensive, especially compared with emerging competitors such as China and India. In Massachusetts, the costs are even higher.

Massachusetts has the highest labor costs of any state, according Moody's Analytics, a forecasting firm in West Chester, Pa. The firm's Cost of Doing Business index estimates that overall labor costs in Massachusetts are 14 percent above the national average.

"It's certainly a problem for employers, and if it's a problem for enough employers, it's a problem for the public," Northeastern University economics professor Alan Clayton-Matthews said. "For job growth, one of the things you need is competitive business costs. You need to be competitive."

Massachusetts experienced strong job growth in the first half of last year, but the economy slowed considerably in the second half, with the state shedding 2,100 jobs in December. While Massachusetts has added jobs faster than the nation as whole over the past year, it has historically lagged national job growth.

The recent recession hit the construction industry and Marathon Tool hard. Struggling to survive in 2008 and faced with rising health care costs, the Olsons eliminated health care coverage, offering employees a one-time payment of up to $5,000.

They also laid off workers for the first time. And the layoffs of those five employees came with a price tag. Much the way auto insurance rates rise after a crash, the Olsons' unemployment insurance rates rose after the layoffs, tightening the financial squeeze.

But in the past three months, contractors have been buying more of the cases of nails that had gathered dust in the Olsons' warehouse. The sale of each case — containing 4,000 nails — gives Donna Olson hope.

As demand has increased, the Olsons, like many other business owners, have increased the hours of existing employees, rather than take on the costs of hiring new ones. Their company recently started scheduling overtime for the first time.

Sitting in their office, warmed by a space heater, Donna Olson said that whenever sales pick up, costs do, too. There is little break from the strain of decisions affecting their livelihood and their employees.

And hiring new employees — as Obama's recent speech urged — still feels like too much of a risk. Yes, she said, things are better, but only in a relative way: "We're treading water instead of sinking."

Megan Woolhouse can be reached at mwoolhouse@globe.com.

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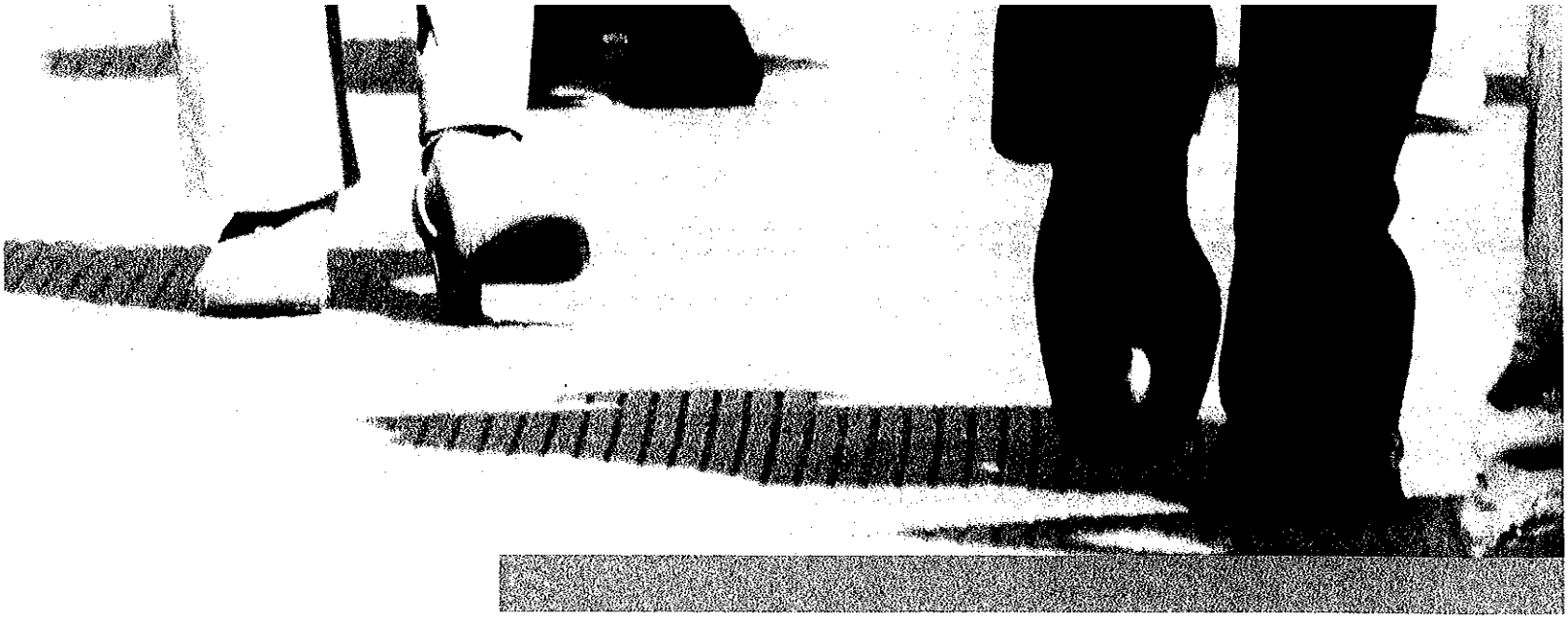

COMMON WEALTH 2012

Looking for the Jobs

Three years after the onset of the great recession, is Massachusetts an economic success story or merely an economic story successfully told?

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COMMON WEALTH 2012

The innovation- and technology-driven Massachusetts economy has in many ways become the envy of the country. The Bay State navigated a four-year fiscal crisis without raising income taxes and its 7 percent unemployment rate remains well below the rest of the nation.

Economic output in Massachusetts grew almost twice as fast as the national economy during 2011. Workers here earn an average of 24 percent more than their colleagues elsewhere and enjoy third highest per capita personal income. Manufacturing productivity is among the highest in the world.

But lurking behind these unprecedented accomplishments is a sobering fact — the Massachusetts economy has not created a net new job since 1999.

Amid constant rhetoric from both Democratic and Republican administrations about the importance of job creation, there were 3,247,200 jobs in Massachusetts in July of 1999, and 3,245,400 in November 2011. The commonwealth's employment base remains 140,000 jobs below its 2001 peak and analysts estimate that another 200,000 Massachusetts residents currently work in part-time positions because they cannot find full-time employment.

The overall numbers include profound shifts in the types of jobs driving the economy. Employment in manufacturing declined from 16.1 percent to 8.0 percent of the total job base in the past two decades, while education and health services grew from 15.9 percent to 20.9 percent and professional and business services grew from 11.5 percent to 14.8 percent.

So how are we really doing in Massachusetts? Is the commonwealth leading the nation by using its considerable university, research and advanced manufacturing assets to remake its economy for the new century? Or has it failed the ultimate measure of the success for an economy or political enterprise — to create employment opportunities for citizens?

Both statements are true. While the commonwealth must continue to nurture the infrastructure of innovative people who keep Massachusetts at the forefront of economic engines such as biosciences, pharmaceuticals, financial services and manufacturing, it must simultaneously ensure that the rest of the economy from which most residents make a living does not fall off the tracks behind those engines.

The alternative is an illusory economic prosperity that looks good on the surface but really worsens income disparities as fewer people fill fewer jobs with higher incomes and educational requirements that most people can't meet.

We have stated previously that the creation of a job and a person's ability to do it weaves together every important aspect of social and economic stability — the desire for a better life, the ability to support a family, the confidence to start a business, and the need to support efficient government services such as education, health care, and public safety. The Great Recession has strained the delicate balance of person, employer and job, not only for the 240,000 unemployed residents of Massachusetts and 13 million jobless nationwide, but also for the millions of others who fear losing jobs enough to drive home sales to a 20-year low.

It is the challenge of simultaneously developing new and established sectors of the economy that motivates the public policy work that Associated Industries of Massachusetts conducts on behalf of Bay State employers. The work takes on a particular importance at the dawn of 2012 as the prospect of federal budget reductions and continued economic problems in Europe and elsewhere threaten the growth of key Massachusetts industries such as defense, health care and education.

How, then, can Massachusetts maintain a uniformly favorable business climate that will ignite a job base frozen in time since 1999? AIM respectfully offers its ideas and suggestions for 2012:

- **Reduce the cost of health insurance by supporting adoption of alternative methods to pay medical providers and by encouraging employer and consumer engagement.**

  Ninety-seven percent of AIM member employers cite the cost of health insurance as their primary business concern. The good news is that the employers, insurers, doctors and hospitals who make up the private health-care market are moving rapidly to change the way consumers pay for medical care and to reward those consumers for seeking care in high-quality settings that charge reasonable prices. AIM believes government should not set rates but rather ensure that medical providers achieve measurable cost-control objectives.

- **Address high electricity costs in Massachusetts and the dysfunctional state regulations driving those costs.**

  Electricity price increases caused by the commonwealth's primary renewable energy policy – the 2008 Green Communities Act - are discouraging job creation, driving companies to other states and inhibiting the weak economic recovery in Massachusetts. Attorney General Martha Coakley maintains that Green Communities will add $4 billion to the electric bills of Bay State employers and consumers. The formula for relief on energy prices in Massachusetts should be a state energy policy that is technology neutral, transparent, and based on a competitive bidding process that ensures the best possible prices for end users.

- **Resist overly proscriptive laws and regulations that interfere with the responsibility of Massachusetts employers to value their workers and to pay them accordingly.**

  Massachusetts employers recognize that the long-term success of their enterprise depends upon a well-trained and motivated work force. Workers in the Bay State enjoy the third highest per capita earnings in the country and employers reject the notion that they shortchange workers and must therefore be subject to onerous employment laws unique to Massachusetts. Proposals to mandate seven sick days and family leave represent awkward, bureaucratic efforts to address issues that any employers looking to compete globally has already resolved.

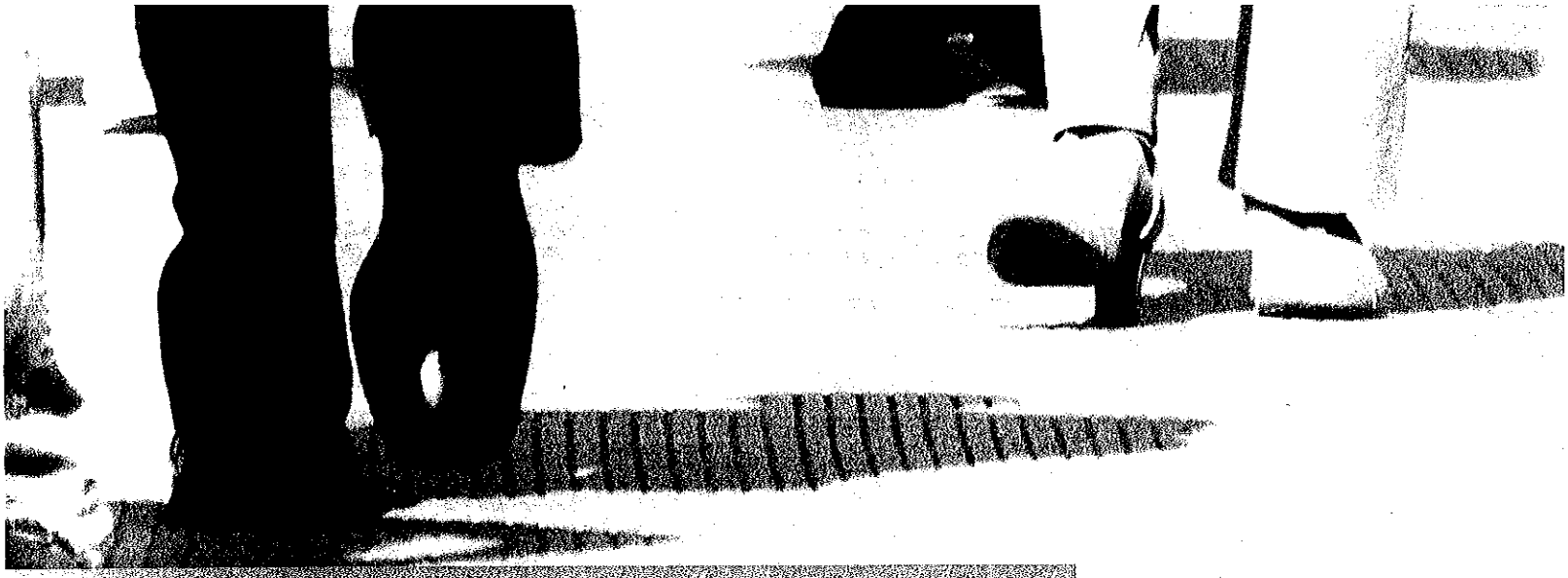
- **Continue predictable, responsible and long-term state fiscal policy.**

  Governor Deval Patrick and the Massachusetts Legislature deserve high marks for balancing the commonwealth's budget while moving ahead with a three-year reduction in the corporate income tax from 9.5 to 8 percent. We do not ask state government to do anything that every Massachusetts employer or family does not do every day – develop a multi-year budgeting plan, live within your means, reduce expenses during downturns, find efficiencies, and develop new and creative ways to deliver services. Massachusetts has done all of these and AIM looks forward to working with state government to continue the trend.

- **Leadership from business executives to help government resolve important issues.**

  Business leaders have been at the heart of every major public policy initiative in Massachusetts, from education reform in 1993 to health care reform in 2006 and the current debate over health insurance costs. The business community willingly offers its financial, operational and managerial expertise to help state government address challenging issues. Business also understands the responsibility to foot its fair share of the bill for solutions to these problems. Business pays 40 percent of all taxes collected in Massachusetts and 55 percent of local property taxes.

AIM looks forward to working with state and federal policymakers during 2012 to create an environment to encourage the ingenuity and entrepreneurial energy that has historically driven the Massachusetts economy. AIM stands for jobs, economic opportunity, fiscal predictability, business formation, innovation, education, and a government that acknowledges that the private sector has the unique ability and responsibility to create the Common Wealth for the people of Massachusetts.



GOVERNMENT AND PUBLIC AFFAIRS

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Associated Industries of Massachusetts

If our members are worried about it, we're working on it.

Associated Industries of Massachusetts (AIM) engages in public policy work on behalf of some 6,500 employers who provide jobs to 650,000 Massachusetts residents. We do so guided by the belief that only a vibrant, private-sector economy creates opportunity that binds the social, governmental, and economic foundations of our commonwealth.

AIM's Government Affairs team gets things done for members and for business. We monitor more than 1,000 bills in Massachusetts and Washington, D.C., and our expert staff works tirelessly to advance pro-growth, pro-jobs legislation.

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Cooperative Economic Development

Massachusetts Jobs Creation Commission Presentation

Crisis of Urban Joblessness

- 40-50% unemployment young men of color in Roxbury / Dorchester
- Barriers to Hiring: racial discrimination, educational attainment, CORI barriers
- Lack of access to capital
- Competition with larger corporations

Benefits of Urban Jobs Focus

- Target areas of highest need
- Reduce costs on social services, state assistance, incarceration
- Increase tax base

Urban Jobs Strategy

- Publicly Funded Jobs Program
- Worker Cooperatives
- Anchor Institutions

Benefits of Cooperatives

- Develop worker wealth through ownership
- Higher productivity
- Retain business in a community (no exporting of jobs)
- Empowering work experiences

Mondragon Experiment

- Mondragon network of cooperatives in Spain
- Over 100,000 employees, 260 co-ops
- Includes technical university and Mongradon bank
- Individual equity accounts
- Top paid employee 8-to-1

Evergreen and Anchor Strategy

- Stake Holders include local gov’t, foundations, banks and major non-profit institutions
- Green Laundry, Solar Installation, Urban Agriculture
- Growing model

Publicly Funded Jobs Program

- State investment in direct employment of target populations
- Should include youth, ex-offenders, veterans
- Direct employment: publicly funded jobs program, OJT subsidies/tax breaks
- State can direct funds to subsidize salaries of hard to employ workers during their “probationary term” in worker-coops

State Programs

- Focus Funds and Services towards cooperatives: Mass Growth Capital Corporation, Office of Employee Ownership
- Direct State Savings towards banks that finance cooperatives
- Audit state purchasing opportunities to act as anchor institution
- Publicly funded transitional jobs program

Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
May 30, 2012
10:00 a.m. to 12:00 p.m.

Commissioners in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- Dr. Alan Clayton-Matthews, Professor and Director of Quantitative Studies, School of Public Policy and Urban Affairs, Northeastern University
- Marybeth Campbell, Director of Workforce Development, Executive Office of Education, Executive Office of Housing and Economic Development & Executive Office of Labor and Workforce Development
- Jennifer McNamara, Legislative Director on behalf of Sen. Richard Ross
- Mary Kay Browne, Executive Office of Elder Affairs
- Cheryl Lussier Poppe, Deputy Secretary for Programs, Services and Personnel, Department of Veterans' Services
- Michael Christopher, Executive Office of Public Safety
- Jennifer James Price, Undersecretary of Workforce Development, Executive Office of Labor and Workforce Development
- Eileen McAnneny, Director of Public Policy, Fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Justin Sterritt, Project Manager, Executive Office of Housing and Economic Development
- Tim Sullivan, Legislative and Communications Director, Massachusetts AFL-CIO
- Paul Frost, State Representative

Additional Attendees:

- Laurie Taymor-Berry, Survivor's Inc.
- Supreme Richardson, TFCC Boston
- Mary Anne J. Padien, Marianne N. Conboy, Michael H. Wright, Office of Senator Karen E. Spilka
- Andrew Keegan, Office of Representative Joseph Wagner

Meeting Summary:

Senator Karen E. Spilka called the meeting to order and began introductions. She announced that each subcommittee would be given 5 minutes to address the Commission.

Inventory Subcommittee: **Dr. Alan Clayton-Matthews** stated that research is complete and the subcommittee is in the process of writing up its report. He noted that their research uncovered that there are some job creation tools that yield positive results. He explained that a quasi-experimental study on one-stop career centers demonstrates that centers have positive impacts among groups with barriers to employment. He noted that

it is easier to run experiments on programs and more difficult to run experiments on business incentives. However, some studies show positive impacts for business incentives such as job subsidies and tax increment financing.

Dr. Clayton-Matthews further explained that studies demonstrate that funding pre-k-12 and higher education has a very high rate of return on investment. In addition, recent studies on pre-k investment demonstrate very positive effects on long term success of the student.

Demand Subcommittee: **Justin Sterritt** explained that the Demand subcommittee has completed one draft and is working on a new draft. **Eileen McAnneny** noted that the recommendations will need to examine things such as unemployment insurance reform and addressing components of the cost of doing business.

Supply Subcommittee: **Aaron Tanaka** said that the Supply Subcommittee does not have a written draft for the Commission at this point, but will provide it to Senator Spilka's office by Monday.

Senator Spilka explained that there are a few more meetings and the expectation is that the report will be final by June 27th. She explained that it is very important that the Commission have all the components including the subcommittee reports to complete the final report by June 27th.

Copies of the draft final report were distributed to the Commissioners.

Senator Spilka discussed the different sections of the draft report that was passed out to Commissioners. She asked that the Commissioners let staff know if anything is missing from the report, so that their thoughts can be incorporated. After discussion of the other sections of the bill, she elaborated on the draft recommendations section. She explained that staff went through all the monthly and regional meeting summaries to capture any potential recommendations and tried to be as accurate and comprehensive as possible in doing so. She reiterated that the Commissioners come to the next meeting with any suggested recommendations to that section or any previous section.

Senator Spilka noted that there are three working meetings scheduled so that staff and Commissioners can collaborate on final report drafting: Tuesday June 5th from 1-3pm 511C; Friday June 8th from 1-3pm; and Friday June 22nd from 1-3pm. In order to finalize this report, the Commission will have those staff working meetings and another full Commission meeting on Wednesday, June 13th, Room 222 from 1-3pm. The goal is to evaluate the final Commission report on Wednesday, June 27th, 10-12pm.

There was discussion about Commissioner scheduling conflicts with June 13th Commission meeting and the staff would provide some alternative dates for the June 13th meeting by email.

There was discussion about the format of the report. The Commissioners determined that the format for the recommendation section should first include a goal then strategies to achieve that goal.

Senator Karen E. Spilka read through the potential recommendations, among the topics that were discussed in depth by the Commission included:

- **Skill gaps**: the recommendations explain that one way to address the skill gap problem at career centers is through increased coordination between public higher education and vocational education, businesses, and career centers. **Jennifer James Price** explained that all career centers have boards that include local businesses, which is intended to assist the centers with alignment between job seekers and businesses. It was noted how important it is that businesses drive the process, regardless of who the local players are that participate.

- **Barriers**: the recommendations explain that problems with barriers to employment (based on age, gender, race, CORI status, veteran status) may be addressed by new programs and activities; supporting existing programs; and through workforce training, especially in emulating successful employer-driven models.

- **Ideas for further analysis**: the use of "certifications", including what is needed to achieve a particular certification and who has authority to create and define a certification.

Aaron Tanaka said that there should be additional discussion about tax reform and revenue generating strategies because most of these programs and activities will need to be funded by the state.

Eileen McAnneny said that the focus of the Commission has been on the workforce training aspect. She further explained that there is not universal agreement that there has to be state programs created for all ever circumstances. Many of these activities and programs can be done through collaborations, which would be voluntary for employers. Training programs are only useful if the newly trained person can fill an existing job and adding anything onto the cost of doing business makes it harder for businesses to create those jobs.

Senator Karen E. Spilka explained that discovering new revenue sources is beyond the scope of what the Commission's mission, although there may eventually need to be discussions on this topic in another venue/forum.

There was discussion of the Boston regional hearing. **Cheryl Lussier Poppe** explained that the hearing was well attended. In particular, she highlighted concerns by panelists about the importance of receiving accurate advice about obtaining certifications. These concerns include advising job seekers to obtain a certification either when the certification is not in-demand or where the job seeker is only told after receiving the

certification that because of some other status (a criminal record, for example) that person will not be eligible to work in that profession.

Eileen McAnneny elaborated that there was excellent testimony provided about The Custom Group Center for Manufacturing Technology in Woburn. This successful training program was noted as an excellent example of how important it is that the training program is employer driven.

Cheryl Lussier Poppe added that the final report should also reflect the need to better market manufacturing and change the perception about manufacturing jobs. The report should also make recommendations on model programs to address the talent pipeline for manufacturing.

The Commissioners further discussed the need to better market Massachusetts.

Senator Karen E. Spilka again explained that the June 13th meeting may be changed if there are dates that work better for the Commissioners. She reiterated that Commissioners should provide feedback over the next week so that report can be finalized before the meeting on June 27th. She recapped that there will be 3 working meetings and the Subcommittee reports will be due June 4th.

The Commissioners briefly discussed strategy for submitting the final report, including whether the final report would be posted online.

Adjourned.

Documents Received:

- First draft of the final commission report.

Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
June 14, 2012
9:00 a.m. – 11:00 a.m.

Commissioners in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- Jennifer McNamara, Office of Senator Richard Ross
- Andrew Keegan, Office of Representative Joseph Wagner
- April Anderson-Lamoureux, Assistant Secretary for Economic development, executive Office of Housing and Economic Development
- Philip Griffiths, Undersecretary for Environment, Executive Office of Energy and Environmental Affairs
- Cheryl Lussier Poppe, Deputy Secretary for Programs, Services and Personnel, Department of Veterans' Services
- Eileen McAnneny, Director of Public Policy, Fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- Michael Christopher, Executive Office of Public Safety and Security
- Jennifer James Price, Undersecretary of Workforce Development, Executive Office of Labor and Workforce Development
- Dr. Alan Clayton-Matthews, Professor and Director of Quantitative Studies, School of Public Policy and Urban Affairs, Northeastern University
- Mary Kay Browne, Senior Project Director, Executive Office of Elder Affairs

Other Attendees:

- Mary Anne Padien, Michael Wright, Marianne Conboy, and Ryan Gelman, Office of Senator Karen Spilka
- Andy Metzger, State House News Service
- Laurie Taymor-Berry, Survivors, Inc.

<u>Meeting Summary</u>

Senator Karen E. Spilka began the meeting by requesting introductions and stated that there was a quorum present. She asked commissioners to take a moment and read the documents that had been handed out prior to the start of the meeting, including: the March meeting summary, the New Bedford regional hearing summary, the Boston regional hearing summary, and minutes from four inventory subcommittee meetings. Motion to adopt these minutes/summaries and seconded; all minutes were adopted.

Senator Spilka continued on to subcommittee reports. She reminded the subcommittee co-chairs that the goal of the commission was to produce a final report and that the subcommittee final reports must be included in the final draft. She further reminded the co-chairs that on April 25, each subcommittee had agreed to bring a draft on June 4, but that her office had only received partial drafts. Senator Spilka set a "drop dead" deadline of Friday, June 15 for the final

subcommittee drafts to be submitted to her office. She then gave each subcommittee an opportunity to report on their activities and status.

Dr. Alan Clayton-Matthews spoke about the Inventory subcommittee's progress on Section 5 of the final report and that it had nearly completed the sections on job training programs and state/local business tax incentives. He stated that they were currently working on the education portion of what the subcommittee had learned. He continued by stating that the inventory subcommittee had an outline for the rest of Section 5 and that they should be able to complete their draft by Friday. He also mentioned that there were no meetings currently scheduled for the subcommittee.

Dr. Clayton-Matthews also maintained that the subcommittee had found evidence of positive impacts for just about everything they looked at, including job training programs, business tax incentive programs, and educational programs. He also noted that any educational program is effective, especially pre-K programs; there is a need for additional education.

April Anderson-Lamoureux gave a Demand subcommittee update and stated that their draft can be done on-time. She also mentioned that the energy and infrastructure feedback the subcommittee received would be included in their final draft.

Mary Anne J. Padien commented that the co-chairs of the Supply subcommittee (Aaron Tanaka and Tim Sullivan) were not in attendance but that the commission had received a draft of the subcommittee's report.

Senator Karen E. Spilka began a discussion of the final report in which she mentioned that a copy of the current Section 7 draft had been distributed for discussion purposes. She stated that there was a lot of great feedback at the last Commission meeting and that several working sessions were going on with the purpose of codifying a structure for the final report. She did not think there was a need to go through all the recommendations because they were the same from the previous draft. She also noted that once subcommittee reports are submitted it will be easier to make all the information in the report consistent with the recommendation section. She went on to remark upon the similarity of themes the commission heard at the hearings around the Commonwealth and that a major similarity was the skills/position mismatch.

Dr. Alan Clayton-Matthews commented that Workforce Development does not have a recent report of job vacancies/creation.

Senator Karen E. Spilka added that including a concrete number of job openings currently in the Commonwealth would be great. She mentioned that if was possible to break that number down by industry, required skill level, etc. that would be even better.

Dr. Alan Clayton-Matthews offered that perhaps one of the Commission's recommendations could be that such a survey be completed.

Senator Karen E. Spilka moved on to the common theme of barriers faced by certain populations such as the lack of education, training, and applicable work experience. She also

mentioned some the populations affected, including older workers, workers with CORI records, those with physical or mental deficiencies, and veterans whose military experience can sometimes be difficult to transfer to civilian workforce positions.

Mary Kay Browne commented that it was important to remember that these characteristics themselves were not barriers to obtaining a job, and that the bias against such groups was the real barrier about which the Commission should be concerned.

Senator Karen E. Spilka mentioned that different regions have different prospects for near and future job growth. She added that the bottom line is that there are not enough jobs for all job seekers, even if many of the barriers were removed.

Eileen McAnneny inquired as to whether Section 7 was the "meat of the report" and commented that there should be a global factor expressed, or at least acknowledged, in the final version of the report.

Dr. Alan Clayton-Matthews responded that the global factors will be expressed in Section 2, the section dealing with the state of the economy.

Senator Karen E. Spilka assured the Commission that the state of the economy will definitely be addressed, including portions comparing and contrasting Massachusetts to the rest of the several states and other nations. She went on to state that Section 7 is the analysis of the testimony that the commission received from presentations at meetings as well as from regional hearings. She also stated that there would be a discussion in the report of the advantages and successes of Massachusetts, including the information, medical, defense, knowledge, and professional services industries.

April Anderson-Lamoureux commented that the strength of different industry clusters should be mentioned and that the clean energy industry should definitely be included. She also added that the general spirit of innovation that sets Massachusetts apart from other states should be a recurring theme of the report.

Eileen McAnneny added that financial services and advanced manufacturing should also be included in the list of industries.

Senator Karen E. Spilka noted that manufacturing jobs have increased in Massachusetts, making the Commonwealth the state with the seventh highest increase in the industry. She also commented that this was without traditional manufacturing industries such as oil, coal, and automobiles.

Eileen McAnneny urged that the Commission should say point blank what Massachusetts manufacturing firms are making, such as medical devices, defense products, etc.

Mary Anne Padien commented that there should be a clear distinction between areas where the Commonwealth is strong and areas that represent its unique advantages.

Dr. Alan Clayton-Matthews pointed out that one such unique advantage is geographic location.

Senator Karen E. Spilka stressed that the report should start out with (or at least include) the idea of innovation and that that concept should be an overarching umbrella over all other industries, strengths and successes. She also mentioned workforce training systems, a comparatively well-educated labor force, incumbent worker training, and pipeline programs as other successes of the Commonwealth.

Mary Kay Browne also mentioned, as far as unique advantages, that Massachusetts has a higher percentage of college graduates than other states, as well as excellent pre-kindergarten and higher education opportunities and institutions.

Senator Karen E. Spilka identified another strength of the Commonwealth as its recent investment in infrastructure, including transportation, water and sewage, convention centers, and broadband internet updates.

April Anderson-Lamoureux mentioned local aid and grants to municipalities.

Phil Griffiths spoke about the green communities program and that it helps to spur investment. He also added that incentives for hiring need not be limited to state funds.

Senator Karen E. Spilka added that the state is a terrific partner in investment and has an important role to play in creating jobs; the final report will acknowledge that role. She noted that predictability is a major positive for business owners that could make them stay in Massachusetts. She mentioned recent government successes such as the excellent bond rating, increased efficiency of state agencies and quasi-public groups and organizations, and better service delivery to cities and towns. She went on to thank April Anderson-Lamoureux for her work with the Economic Development Reform Bill.

Dr. Alan Clayton-Matthews noted that another strength is that there is currently a bill in each house to reduce healthcare expenditures and a recent study demonstrates the likelihood of health care cost containment.

Eileen McAnneny expressed skepticism concerning this study, because much of what the future holds for health care costs depends on the final version of the legislation. She went on to mention that the Senate version of the bill includes $2M in new fees and that there are a lot of things that would have to happen before that had the effect of creating jobs. She added that the Commission should not be adding new information that was not researched or testified to, especially information as uncertain as the future of health care costs in Massachusetts.

Senator Karen E. Spilka stated that the another next strength of the Commonwealth is quality of life. In relation to quality of life, the Senator mentioned education, amenities, tourism, travel, etc.

Mary Kay Browne added that it should not be forgotten that we have championship caliber sports teams.

April Anderson-Lamoureux added that the diversity of each of the Commonwealth's different regions (e.g. woods, ocean, cities, etc.) should be mentioned, along with the diversity of its citizens.

Senator Karen E. Spilka moved on to the Commonwealth's strength in regard to research institutions adding that higher education institutes and hospitals hire many employees at different skill levels. She added that scientific discovery leads to new technology and new businesses are created. She also mentioned Massachusetts's large student population from outside the state. She noted that one strength the state has that is not unique is a creative economy.

April Anderson-Lamoureux mentioned that creative economy was never measured or testified to at Commission hearings, but that it should be at least mentioned, along with tourism.

Senator Spilka spoke about the importance of local independent business as well as the New England Town Center paradigm, what it stands for, and how it contributes to the economic vitality and development of the Commonwealth.

Eileen McAnneny expressed concern that the commission had not had a robust conversation about all of these topics and that it seemed like they were adding a whole host of things that were never even spoken about.

Senator Karen E. Spilka responded that that's what this meeting was about: what should be left in and what should be removed.

Mary Anne Padien commented that these topics are all issues that were brought up multiple times at the regional hearings.

Senator Karen E. Spilka added that maybe there could be a section for topics that the commission did not look into but that would be effective topics for further study.

April Anderson-Lamoureux noted that the commission did hear a lot about entrepreneurship and that perhaps this is where that goes.

Senator Karen E. Spilka commented that entrepreneurship should go with other sectors and activities that are Commonwealth strengths.

Eileen McAnneny stated that financial services is strong in Massachusetts and generates higher than average income. She also noted that the economic impact of that industry is greater than the size of the sector when compared with other cities like New York.

Senator Karen E. Spilka responded that financial services should be in the list of industries mentioned, if it wasn't already. She stated that the report should mention the innovation and education that constitute a unique advantage Massachusetts has over other states. She moved on to disadvantages and problems including an aging workforce, an older economy, and the fact that younger workers aren't entering the workforce.

April Anderson-Lamoureux mentioned issues of talent retention.

Dr. Clayton-Matthews commented that Prof. Andrew Sum (economics professor at Northeastern University) has been making the point that younger workers aren't getting jobs and that could hurt their longer work histories and career trajectories.

Senator Karen E. Spilka said that immigration has been a factor in labor growth because higher education attracts many highly skilled students from other countries who remain in Massachusetts after receiving degrees.

Dr. Alan Clayton-Matthews spoke about immigration as a contributing factor to workforce growth, stating that it isn't a disadvantage as much as a missed opportunity. He went on to state that immigration policy is really about capturing future skilled labor force and that immigration per se is not a disadvantage but not taking advantage of it could be a future problem.

Mary Anne Padien asked if this topic should be included in Section 2 concerning the state of the economy.

Eileen McAnneny commented that, in short term soft economies, immigration is not as much of an issue but becomes more important when there is full employment.

Dr. Alan Clayton-Matthews responded that times of full employment is when these skills are needed most. He added that foreign graduate students can't get work here because they can't get visas and that's an issue where current immigration policy fails.

Senator Karen E. Spilka commented that this is another area where the commission has little concrete research but one that should be included as a possible further study topic. She added that to start gathering new information at this point seems ill-advised and that, in light of the looming deadline, the Commission should begin to simplify.

Eileen McAnneny mentioned that the aging population is a recurring theme in manufacturing and that manufacturing companies cannot find new workers to fill positions of retirees.

Senator Karen E. Spilka expanded on recurring themes regarding barriers and the populations they affect the most.

Mary Kay Browne offered that a different vernacular than that currently in the draft should be used in reference to the elderly and disabled and offered to craft the language she thought appropriate.

Eileen McAnneny mentioned that a recurring theme was that many employers thought veterans were great employees but there was some misunderstanding that they're skill sets are not on point.

Mary Kay Browne responded that one problem is that employers are unsure of what veterans' skills are.

Senator Karen E. Spilka agreed that employers need better assistance with understanding and translating military skill sets.

Eileen McAnneny added that adaption of military skills to the private sector is also a factor and that it's important to remember that the problem doesn't lie with the veterans.

Dr. Alan Clayton-Matthews asked about the recent survey of job openings administered by the office of labor and workforce development.

Jennifer James Price reported that the job vacancy survey should be online this summer and that it will be a great tool to analyze long term job opening trends. She spoke about the effectiveness of national products that consolidate job postings and that these products reported 60K-80K new jobs per month over the last two months and a total of 120K-150K job openings in Massachusetts. She said it was important to remember that online job postings always have a built-in natural bias against those with few computer skills. She added that the Department of Labor also has data from help wanted online that she can share and that the Department will give monthly breakdowns of vacancies by group.

Mary Anne Padien commented that that survey sounds like it will be helpful in determining the job openings break-down by group that Senator Spilka mentioned earlier in the meeting.

Senator Karen E. Spilka asked if the Commission could use those numbers since they had been using the same numbers for a while. She also reiterated that, even though the Commission was going through the language, the Commissioners should feel free to contract her staff with thoughts, suggestions, concerns, etc. She went on to bring up the problem of the mismatch between existing skill sets and those necessary for current vacant positions.

Dr. Alan Clayton-Matthews identified middle skills as an education level between a high school diploma and a college degree.

Senator Karen E. Spilka stated that there is an insufficient number of individuals with STEM training and that high school does not adequately prepare students for college level STEM coursework. She also identified that workforce training programs are inconsistent and are not always matched to employers' needs. She added that there should be a centralized collection of employer/employee data where a business could find employees and vice versa because for many employers it's difficult to know where to get a full variety of information.

Jennifer James Price agreed and stated that that's where her office sends people when they need assistance.

Mary Anne Padien noted that the current draft was trying to capture the inconsistency of who goes to the career centers and when.

Jennifer James Price commented that it's more confusing for employers because they have a diverse set of needs, including capital, development, human capital, etc., whereas an applicant is just looking for a job.

Senator Karen E. Spilka added that employers don't always know where to go for training programs.

Eileen McAnneny stated that the Commission had also heard that employers have very specific training needs so they want to do their own training, using particular equipment, etc. She added that "off-the-shelf" training doesn't always meet a given employer's needs.

Jennifer James Price commented that the Workers Training Fund grant program worked to allow employers to create their own new training concept and brought employers with similar training needs together.

Senator Karen E. Spilka added that employers don't know where to find training or, sometimes, what training their employees need.

Jennifer James Price responded that sometimes employers are in a situation where they don't know they need it until they see it.

Eileen McAnneny commented that the needs of employers become increasingly customized to their particular business as time goes on and that maybe the Commission should think about expanding workforce training to on-site training for specific processes.

Senator Karen E. Spilka stated that everyone should be playing a role in this discussion and that there are conversations in both branches concerning this topic. She added that neither employers nor employees are aware of all the programs that are available to them. She said that outreach and education have to be part of this report.

Dr. Alan Clayton-Matthews inquired as to the percentage of funds in the workforce training fund that are utilized each fiscal year.

Jennifer James Price responded that 100% (or $21M) gets used a year.

Dr. Alan Clayton-Matthews asked how employers who are new to the system were going to secure any funds if they were all spoken for already.

Jennifer James Price answered that the applications are rolling so if they fill out an appropriate application they will ultimately get some kind of a grant. She added that the WFTF does not get funded through appropriation and that the fee is paid by employers; if an employer has not paid the fee they cannot access the WFTF. She also noted that some grants are publically funded and that some are very quick for smaller amounts of money. She also mentioned that manufacturers are, traditionally, the best at utilizing these grants and that the fund needs better publicity so that more employers will take advantage of that resource.

Senator Karen E. Spilka added that if the word is out, there would be more of a demand and the legislature could respond with increased funding for the Workforce Training Fund.

Eileen McAnneny commented that streamlining or reallocating money to that program would be a way to bring in more money than the fee can collect.

Jennifer James Price also added that her office has released wide-ranging reports on the ways in which the Workforce Training Fund has positively affected employers.

Eileen McAnneny expressed her support for expanding and increasing the Workforce Training Fund.

Mary Kay Browne mentioned that the Commission had also heard about the critical mass of employers needed to build an industry and that greater organization in Workforce Investment Boards could create this critical mass.

Jennifer James Price added that the legislature appropriated $18M in the 2006 Stimulus Bill and that there have been several efforts to recapitalize the trusts, to bring employers together, and identify new needs that cannot be satisfied with existing programs. She also noted that the Commission should recommend a way to bring people together in order to create a coalition of training development. She also mentioned the need for funds that are strictly for training, not development costs (which is the purview of the Workforce Competitiveness Trust Fund, not the Workforce Training Fund).

April Anderson-Lamoureux suggested that the Commission should reference models in the best practices section and that it's important to note the programs that work well and why. She further suggested that the Workforce Training Fund might be added here as a best practice.

Jennifer James Price added that the report should be clear on the fact that the Commission will do all it can for people who lost their jobs, e.g. apply federal and state dollars (National Emergency Grants, Trade Funding, Workforce Investment Act, etc.) to fill training gaps.

Senator Karen E. Spilka said that training centers can be confusing to both employers and employees and that employers have trouble accessing existing training programs.

Dr. Alan Clayton-Matthews brought up the fact that the one-stop career centers do not have enough capacity to serve all of their potential customers.

Jennifer James Price responded that eventually the funding runs out. She added that that doesn't mean there aren't other resources that can be tapped in the community.

Senator Karen E. Spilka brought up the repeated theme concerning the high cost of doing business in Massachusetts.

Mary Kay Browne asked how these costs compared to those in other states.

Dr. Alan Clayton-Matthews answered that health care, energy, and unemployment costs were higher in Massachusetts than in other states.

April Anderson-Lamoureux added that the cost of living here is also higher.

Eileen McAnneny expressed her concern that the Commission might water down the high cost of doing business in the Commonwealth to the point that it could be perceived as a non-issue.

Mary Kay Browne clarified that she wanted to make sure there was support for the contention that costs are higher in Massachusetts.

Senator Spilka added that most of the information from the hearings is anecdotal and that there isn't anything wrong with the Commission repeating the testimony of regional employers in its report.

Jennifer James Price concurred, adding that as long as the perceived higher cost of doing business is preventing businesses from expanding or starting-up in the Commonwealth, the actual numbers are relatively irrelevant.

Eileen McAnneny mentioned the issue of priorities and how it relates to how the information is presented in the final version of the report.

Mary Anne Padien added that the current draft of the analysis section wasn't in any particular order so if commissioners wanted to think of an order or suggest an order that would be great.

Senator Karen E. Spilka addressed the problem that, sometimes, the actual costs of doing business are not expressed to potential business owners or current business owners looking to expand and tax incentives and positive growth numbers, etc., should be communicated. She also stated that there is insufficient funding available to invest in projects that have been identified as needed for economic activity to proceed (e.g. water, sewers, etc.). She also spoke about regional disparities, for example the fact that the strength of the economy in Boston is not felt in all areas and that what were once manufacturing towns now have no industrial base. She also brought up the mention of weather as a business cost unique to Massachusetts in the draft.

Philip Griffiths asked if this could be left out, as weather is a factor for most businesses at one time or another and exists in every state, not just Massachusetts.

Senator Karen E. Spilka agreed that it should be removed.

Philip Griffiths mentioned waste-water management for towns on the Cape, etc. as well as environmental issues facing businesses.

Senator Karen E. Spilka answered that those topics would not be covered in the final report.

Philip Griffiths added that perhaps the Commonwealth's natural resources should be added as a strength or unique characteristic.

Senator Spilka added that the strength of tourism could be tied in somewhere. She also noted that to keep the tourism industry vibrant and healthy Massachusetts needs to keep investing in infrastructure.

Philip Griffiths agreed, stating that he thought climate was the wrong word for this topic.

Mary Kay Browne brought up the lack of training programs aimed at retaining older skilled workers.

Senator Karen E. Spilka stated that the Commission should elaborate more on the middle skills issue. She added that there should be better communication between vocational/technical schools, the UMass system, community colleges, etc., and better coordination and outreach.

Eileen McAnneny added that this section should also include the fact that high school curriculum does not prepare students for subsequent coursework or direct employment.

Senator Karen E. Spilka moved on to the best practices section.

Mary Anne Padien commented that the information for that section would ultimately be provided by the subcommittee reports.

Senator Karen E. Spilka moved on the recommendation section, stating that previous recommendations spoken about in the commission meetings were now located in a later part of the report. She commented that government actions can have both short and long term impact. She added that the goals should be to increase demand for goods and services produced in Massachusetts and to lower business costs with competitive pricing.

April Anderson-Lamoureux suggested splitting these into three separate categories.

Eileen McAnneny commented that the main goal of the commission was to recommend ways to grow the economy and that whatever methods work are positive.

Mary Anne Padien asked if people were comfortable with a structure where each common theme was broken down into goals, and those goals were broken down into strategies.

Dr. Alan Clayton-Matthews commented that the three goals set out in the draft are the goals that should remain.

Jennifer James Price stated that if one goal is increasing demand so employers can add more jobs, then the strategies for that goal could be lowering business costs, removing regulatory burdens, helping businesses be cost competitive, increasing state investment in infrastructure, etc.

Dr. Alan Clayton-Matthews commented that what Jennifer James Price outlined was a good example of one goal with a few strategies for attaining it.

Jennifer James Price commented that April Anderson-Lamoureux was right about lowering regulatory burdens. She added that the commission should outline the factors that it discovered adversely affect businesses in Massachusetts.

Senator Karen E. Spilka added that another strategy is investment in public education and better aligning it with the skills that are needed by employers.

Eileen McAnneny commented that the report could be organized according to the subcommittees that have already been set-up according to the parameters of the problem and its solutions. She continued that there is no need for a new structure because an appropriate one already exists in the form of the subcommittees.

Jennifer James Price added that the information from each subcommittee is the structure for each goal.

Senator Karen E. Spilka thought workforce training should be added to this section in addition to public education, and perhaps career center changes as well.

Jennifer James Price mentioned the possibility of substrategies and stated that preparing people with barriers for new jobs speaks to a lot of issues examined by the Supply subcommittee.

Eileen McAnneny mentioned that a majority of time was spent on workforce readiness and that should be reflected.

Jennifer James Price stated that increasing the number of teachers and researchers increase the quality of the workforce and supports research and tech transfer possibilities.

Mary Anne Padien agreed that substrategies were necessary.

Senator Karen E. Spilka added that if research and technology transfer is part of the overarching innovation idea then it should be included on its own because it's a strong enough piece of the Massachusetts economy.

Mary Kay Browne asked if the Commission ever discussed the necessity for more teachers in general, as opposed to more of a specific type of teacher (e.g. STEM teachers, etc.).

Eileen McAnneny noted that the Commission has always tried to have a general conversation about job creation but it seems to get in the weeds very quickly. She added that the Commission should have larger, broader recommendations as opposed to detailed technical recommendations for each industry, position, etc.

Jennifer James Price mentioned that under the inventory subheading there should be a broad set of evaluations and brought up three items for discussion:

- 1. Groups of people who go through integrated programs end up with higher salaries than people who go through standalone programs;

- 2. Research on tax incentives, potentially what a good tax incentive program looks like – criteria, fall backs, etc.
- 3. Most research concerning federally funded programs point to positive outcomes for people who seek those services, but funds are limited.

Mary Kay Browne added that she had read somewhere that integrated skills training is more successful than standalone training.

Senator Karen E. Spilka told the Commissioners about two more working group opportunities coming up:

- Wednesday, June 20, 10am-12pm, State House, Room 413 E
- Friday, June 22, 1pm-3pm, State House, Conference Room 511

She added that there would be a full Commission meeting on Wednesday, June 27, 10am-12pm, One Ashburton, 21st Floor, Conference Room #2

Eileen McAnneny asked if there would be a chance to get a full Commission draft prior to the vote.

Mary Anne Padien answered that there would be and that all the minutes and documents received would be in an appendix and the text of the report will be available before June 27.

Senator Karen E. Spilka mentioned that she understands the need for some designees to obtain approval of the report and realizes that there may have to be a meeting in July to get the final vote. She further emphasized the time constraints of the project and asked that any suggestions for language or any questions should be directed to her office in the meantime.

Adjourned.

Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
June 27, 2012
10:00 a.m. to 12:00 p.m

Commissioners in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- Aaron Tanaka, Boston Workers Alliance
- Mary Kay Browne, Senior Project Director, Executive Office of Elder Affairs
- Dr. Alan Clayton-Matthews, Professor and Director of Quantitative Studies, School of Public Policy and Urban Affairs, Northeastern University
- Eileen McAnneny, Director of Public Policy, Fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- George Moriarty, Director, Department of Career Services, Executive Office of Labor and Workforce Development
- Jennifer James Price, Undersecretary of Workforce Development, Executive Office of Labor and Workforce Development
- Philip Griffiths, Undersecretary for Environment, Executive Office of Energy and Environmental Affairs
- Mary Beth Campbell, Director of Education and Workforce Development, Executive Office of Education
- Cheryl Lussier Poppe, Deputy Secretary for Programs, Services and Personnel, Department of Veterans' Services
- Jefferson Smith, Legislative Director, Massachusetts Department of Transportation

Other Attendees:

- Mary Anne Padien, Michael Wright, Marianne Conboy, and Ryan Gleason, Office of Senator Karen Spilka
- Andrew Keegan, Office of Representative Joseph Wagner
- Margaret Keaveny, Intern, on behalf of April Anderson Lamoureux, Executive Office of Housing and Economic Development
- Laurie Taymour-Berry, Survivors, Inc.
- Kurt Wise, Massachusetts Budget and Policy Center
- Adrian Van, Northeastern University

Meeting Summary:

Mary Kay Browne opened the meeting by requesting introductions from Commissioners and stating that a quorum was present. She invited Dr. Alan Clayton-Matthews to begin his presentation on the analysis of labor market information.

Presentation by Dr. Alan Clayton-Matthews, Professor and Director of Quantitative Studies, School of Public Policy and Urban Affairs, Northeastern University:

Dr. Alan Clayton-Matthews discussed the economic study piece of the final report. He explained that over the past several decades, the traditional manufacturing sector has lost ground and incredible pressure had been placed on middle skill jobs in the Commonwealth. He further explained that going forward in the coming decades, the Commonwealth faces a challenge as baby boomers retire and there may not be enough younger workers to take their place. He noted that Massachusetts depends on having a large, educated workforce. Dr. Clayton-Matthews used a Power Point and handouts as guides for his presentation. Figure One showed the key industries and sectors the Commonwealth has a prominence in, based on the location coefficient: essentially a measure of people engaged in a sector in Massachusetts vs. in the United States. Dr. Clayton-Matthews stressed that industrial sectors that are involved in information technology, life sciences, high finance, and higher education are sectors in which the Commonwealth has a high location coefficient. He noted that these also happen to be sectors that involve a highly educated workforce. He further noted that defense does not show up in this because it is spread through many sectors.

Dr. Clayton-Matthews discussed the subject of 'how we got here' as a Commonwealth. He explained that from World War II to the late 1980s, there has been a transfer from the manufacturing sector to high tech: from textiles, shoes and paper to computers, chips, and medical devices. He further explained that the Commonwealth holds an educational advantage, in which Massachusetts has the highest level of education in the country, excluding the District of Columbia. He discussed how the Commonwealth's workforce has earnings that are 21 percent higher than the nation as a whole. Dr. Clayton-Matthews further discussed how a legacy that helped Massachusetts is its highly renowned educational institutions. Before the 1960s, he explained, these institutions did not play a critical role in the state's economy, but after, they did. In addition, Dr. Clayton-Matthews discussed how the Commonwealth's hospitals are a legacy institution. He noted that there is a piece of luck involved in this: having all the legacies at the right time, at the right place, which showed beginning with defense spending after WWII. In addition, he explained that the student deferment that was given with the military draft of the Vietnam War gave an incentive for individuals to attend college. Many chose to attend institutions in Massachusetts, found work in the state, and helped the Commonwealth's educational attainment increase from 14th to 1st by the 1990s. Dr. Clayton-Matthews added that good public policy, particularly placing a priority on K to 12 education, business tax policies that support research and development, and public support of the life sciences, have also helped. He added that a problem the Commonwealth faces, partially because of its successes and globalization, is an increasing inequity between those who fare well with a higher education attainment, and those who do not fare as well with a lower education attainment. This inequity also holds a geographic component, related to where the traditional manufacturing sectors are located: as that sector declined, those regions found increasing problems, he explained.

Figure Two showed the Commonwealth's unemployment rate by municipality. Dr. Clayton-Matthews noted that this chart is not seasonally adjusted. He explained that there are high concentrations of unemployment outside the Boston and Amherst areas.

Figure Three showed the Commonwealth's relationship between educational attainment and unemployment. Dr. Clayton-Matthews explained that cities with the lowest levels of educational attainment have the highest levels of unemployment.

Figure Four depicted how unemployment has fallen in Massachusetts since its peak in 2009, and that it has fallen more than halfway to pre-recession levels, he explained.

Figure Five displayed unemployment and underemployment rates in Massachusetts. Dr. Clayton-Matthews focused on the bottom two lines of the graph, which show that the Commonwealth's unemployment and underemployment rates have fallen less than the United States as a whole.

Figure Six showed unemployment rates by educational attainment in Massachusetts, using various demographics. Dr. Clayton-Matthews noted that he is spending a significant amount of time discussing unemployment in his presentation because it is so important to what the Commission is about. This Figure, he explained, showed that the lower the educational attainment, the higher the unemployment rate. For example, for those whose educational attainment is less than high school, the unemployment rate is as high as 20 percent, compared to 5 percent for those with a bachelor's degree or higher.

Figure Seven showed the unemployment rates by age groups in the Commonwealth. Dr. Clayton-Matthews pointed out that the young are hit particularly hard, and that older workers fare better.

Figure Eight displayed the unemployment rates by minority status in Massachusetts. The unemployment rate, he pointed out, is lower for White, Non-Hispanic individuals. Dr. Clayton-Matthews further noted that it takes a booming economy to get that rate more level.

Figure Nine showed the Commonwealth's unemployment rate by sex.

Dr. Clayton-Matthews summarized the recent economic performance of Massachusetts as better than the country as a whole, and that going forward, he expects slow employment growth. He explained that he expected this growth to be slow due to the recent economic events in Europe, our largest export customer, and China, another customer whose economy is slowing. Dr. Clayton-Matthews mentioned that in addition, in 2013, we will consider the expiration of the Bush Tax Cuts and the budget deal that was done last session. Dr. Clayton-Matthews further discussed how he expects the economy to pick up in 2014 and gain a pre-recession unemployment peak, before slowing again in 2016.

Figure Ten showed how the housing market in the Commonwealth has reached bottom, and sales and prices seem to be rising. Dr. Clayton-Matthews also noted that the silver lining or positive aspect of the housing crash is that housing has become more affordable.

Dr. Clayton-Matthews brought up the subject of the long term challenges Massachusetts faces, explaining that the population of older individuals will increase, while the category of those aged 25 to 54 years will decline.

Figure Eleven displayed population growth in the Commonwealth by age. Dr. Clayton-Matthews discussed these population projections and further described growth in the older demographic as baby boomers age.

Figure Twelve showed employment rates by age in Massachusetts. Dr. Clayton-Matthews paid particular attention to how this shows that the Commonwealth's workforce is aging.

Figure Thirteen showed population, employment, and employment rates in the Commonwealth. As the population slowly increases, the employment rate will begin to decline because of the aging workforce. The red line on the graph, Dr. Clayton-Matthews noted, shows what will happen to the workforce in these projections. He additionally noted that these projections can be changed by migration patterns.

Dr. Clayton-Matthews discussed the Commonwealth's regional analysis, including the 16 Workforce Investment regions.

Figures Fourteen through Seventeen displayed how employment fared in the different regions of the state, based from the different Workforce Investment areas. Dr. Clayton-Matthews explained that unemployment declined in Massachusetts. For example, Bristol County has not fared as well as others. In addition, he noted, once can see that some areas are doing better than the state as a whole.

Dr. Clayton-Matthews concluded his presentation.

Senator Karen E. Spilka thanked Dr. Clayton-Matthews for his presentation. She asked Commissioners to read the documents they were handed prior to the meeting, including: the Framingham regional hearing summary, the June Inventory Subcommittee meeting summary, and the June 14 Commission meeting summary. Motion to adopt these minutes/summaries and seconded; all minutes were adopted.

Senator Karen E. Spilka continued to discuss the Jobs Creation Commission Report, explaining that this document, the Executive Summary before the Commission, is what has been discussed thus far. She said there are no additions to the final Report that have not been discussed, other than the presentation by Dr. Clayton-Matthews that just took place. Senator Spilka explained that Sections One through Six would be voted on. The appendix would be attached to the final report and not voted on. Senator Spilka explained that she would like to review this document and thanked the Commissioners for their attention and the tremendous opportunity to get to know each other. She explained that Section One is the introduction and process, from a factual perspective. Section Two is the Subcommittees: Inventory, Supply, and Demand. Senator Spilka explained that the Commission just received the Supply subcommittee report this morning and the Inventory subcommittee report was not entirely complete. Section Three is the description of the regional hearings tour. Section Four is the study of the Massachusetts economy. Section Five is the observations of the Jobs Creation Commission. Senator Spilka discussed the list of items in the strengths and challenges sections, followed by the recommendations. Senator Spilka explained that these recommendations are based around the major goal of creating and maintaining more jobs. Sections Five and Six, she added, have been

wordsmithed and formatted, excluding Dr. Clayton-Matthews' presentation. The Senator added that she believes this has been an incredibly inclusive process, and that since the last Commission meeting on June 14, 2012, there have been two additional working sessions. Senator Spilka explained that today is the day that the resolve sets the vote to take place on the report, adding that a quorum is present and she needs feedback in regards to where people stand and what they are thinking.

Eileen McAnneny asked if the vote could be left open.

Senator Karen E. Spilka replied that if it is the pleasure of the Commissioners to bring this report back to people at their offices, then that is what would take place, but that she would be ready to vote on the report today.

Mary Beth Campbell explained that she would need to put the report in front of the Secretary.

Aaron Tanaka asked how various recommendations or changes would be added.

Senator Karen E. Spilka explained that if people would like to wait a week, the Inventory and Supply subcommittee reports could be finalized and circulated, and Commissioners could also return comments about the report. Senator Spilka asked Commissioners what type of time frame would work best.

Mary Anne Padien offered the idea of having comments received by Wednesday, July 11, 2012 electronically, so they may be compiled and decided on during the July 25th meeting.

Jennifer James Price requested that the compiled version be circulated before the next Commission meeting.

Eileen McAnneny agreed that in order to have a final document not subject to change, this would need to take place.

Senator Karen E. Spilka asked what Commissioners thought would be the best way to resolve issues with a particular suggestion. She confirmed Commissioners agreed that changes would be due July 11, 2012, and another meeting on July 25, 2012 would take place to hold a final vote. On July 25th, Senator Spilka explained that she would need authority from Commissioners to incorporate all of the input and finalize it. She added that if the Commission voted on the final report on July 25th, the changes discussed would be put together to create that final version.

Mary Beth Campbell asked for confirmation that the vote on the final report is July 25th and mentioned that she met with Marissa Cole and staff, and they are basically in agreement.

Senator Karen E. Spilka confirmed and reminded Commissioners that comments should be sent directly to Mary Anne Padien and not to the Commission members. Senator Spilka added that an email would be sent out, reminded Commissioners to review this with their Secretaries, and confirmed that the final vote would be July 25th. Senator Spilka asked for authority to incorporate all the changes to finalize the report.

There was agreement among the Commissioners.

Jennifer James Price agreed and asked that Commissioners have a tracked changes version of the final draft, so the Commissioners would be able to raise that in the discussion portion of the vote – so that would be the final version.

Senator Karen E. Spilka explained that any changes would be incorporated after the final vote.

Mary Anne Padien discussed how any differences would have to be resolved at the July 25th meeting, and then the conclusion of that discussion would be incorporated after the final vote.

Senator Karen E. Spilka added that the tables and figures would be included in the section of the report that discusses the economy.

Dr. Alan Clayton-Matthews asked about Section Two and how much would go in the report.

Mary Anne Padien replied that the subcommittee mission, topics covered, methodology and sources would be included in the final report, and that there may be recommendations in the final subcommittee report that make it into the final report.

Senator Karen E. Spilka noted that the Commission would vote on Sections One through Six and not the subcommittee reports.

Aaron Tanaka asked how the Commission wanted to put out the report in regards to publicity and communications.

Senator Karen E. Spilka discussed that the Commission may want to hold a press conference, but that the Commission would think about this and discuss next time.

Jennifer James Price mentioned that if people want copies of the materials regarding real time labor market data, she would put them in a hard copy. If they are distributed to the Commission members, the document could be included in the Appendix. She noted that this document is very interesting.

Senator Karen E. Spilka explained that the Commission would meet again on July 25th.

Adjourned.

<u>Documents Distributed:</u>

- Power Point Presentation Slides of Dr. Alan Clayton-Matthews' presentation
- Draft of Final Report
- Meeting Agenda
- Framingham Regional Hearing Summary
- June Inventory Subcommittee Summary
- June 14th Full Commission Summary

Section 2 Figures and Tables

Alan Clayton-Matthews
Northeastern University
June 27, 2012

Table 1

Key Massachusetts Industries		
Industry Sector	**Private Employment, 2010**	**Location Coefficient**
Total, All Private Employment	2,733,361	1.00
Manufacturing		
NAICS 3118 Bakeries and tortilla manufacturing	9,357	1.31
NAICS 3254 Pharmaceutical and medicine manufacturing	9,500	1.32
NAICS 3327 Machine shops and threaded product manufacturing	9,953	1.24
NAICS 334 Computer and electronic product manufacturing	60,802	2.15
NAICS 3341 Computer and peripheral equipment mfg.	12,222	2.99
NAICS 3344 Semiconductor and electronic component mfg.	17,049	1.79
NAICS 3345 Electronic instrument manufacturing	26,075	2.49
NAICS 339 Miscellaneous manufacturing	19,640	1.35
NAICS 3391 Medical equipment and supplies manufacturing	10,759	1.38
NAICS 3399 Other miscellaneous manufacturing	8,881	1.31
NAICS 33992 Sporting and athletic goods manufacturing	2,674	2.51

Table 1, Continued

Key Massachusetts Industries		
Industry Sector	**Private Employment, 2010**	**Location Coefficient**
Nonmanufacturing		
NAICS 445 Food and beverage stores	94,100	1.30
NAICS 511 Publishing industries, except Internet	40,445	2.08
NAICS 5111 Newspaper, book, and directory publishers	17,128	1.34
NAICS 5112 Software publishers	23,317	3.50
NAICS 523 Securities, commodity contracts, investments	44,459	2.16
NAICS 541 Professional and technical services	248,546	1.29
NAICS 5415 Computer systems design and related services	55,206	1.48
NAICS 5416 Management and technical consulting services	36,907	1.41
NAICS 5417 Scientific research and development services	47,657	2.98
NAICS 611 Educational services	125,446	1.98
NAICS 6111 Elementary and secondary schools	21,558	1.26
NAICS 6112 Junior colleges	1,874	1.44
NAICS 6113 Colleges and universities	83,864	2.88
NAICS 622 Hospitals	182,536	1.53
NAICS 814 Private households	34,489	2.11

Note: The list of industries includes: For manufacturing industries, those 3- and 4-digit NAICS sectors that employed at least 5,000 persons, and which had location coefficients of 1.24 or more; For nonmanufacturing industries, those 3-digit NAICS sectors that employed at least 1 percent of private employment and had location coefficients of 1.25 or more. In some sectors, information is supplied for some subsectors.

The location coefficient for a NAICS sector is the proportion of private employment in that sector in Massachusetts to all private employment in Massachusetts, divided by the proportion of private employment in that sector in the U.S. to all private employment in the U.S.

Figure 2

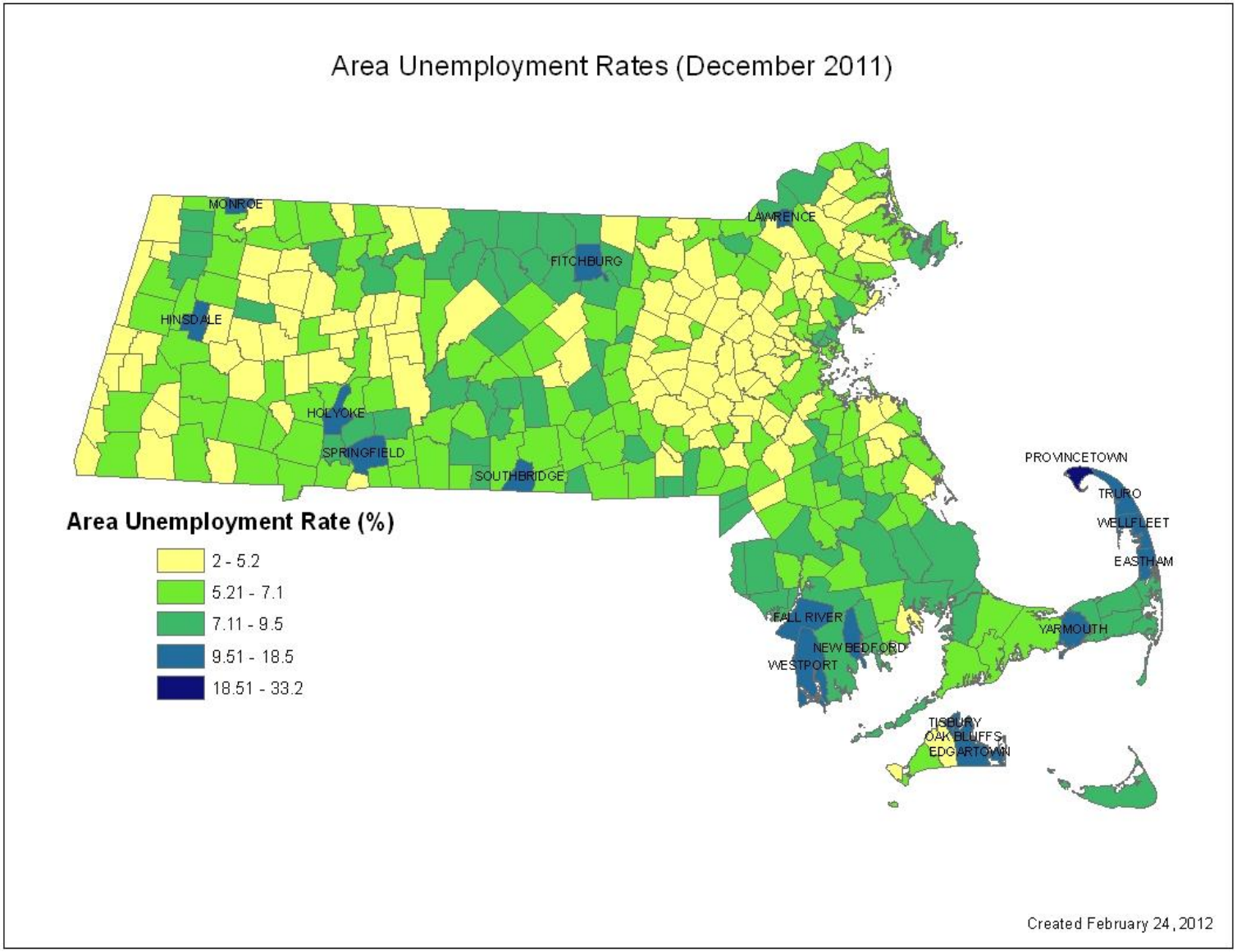
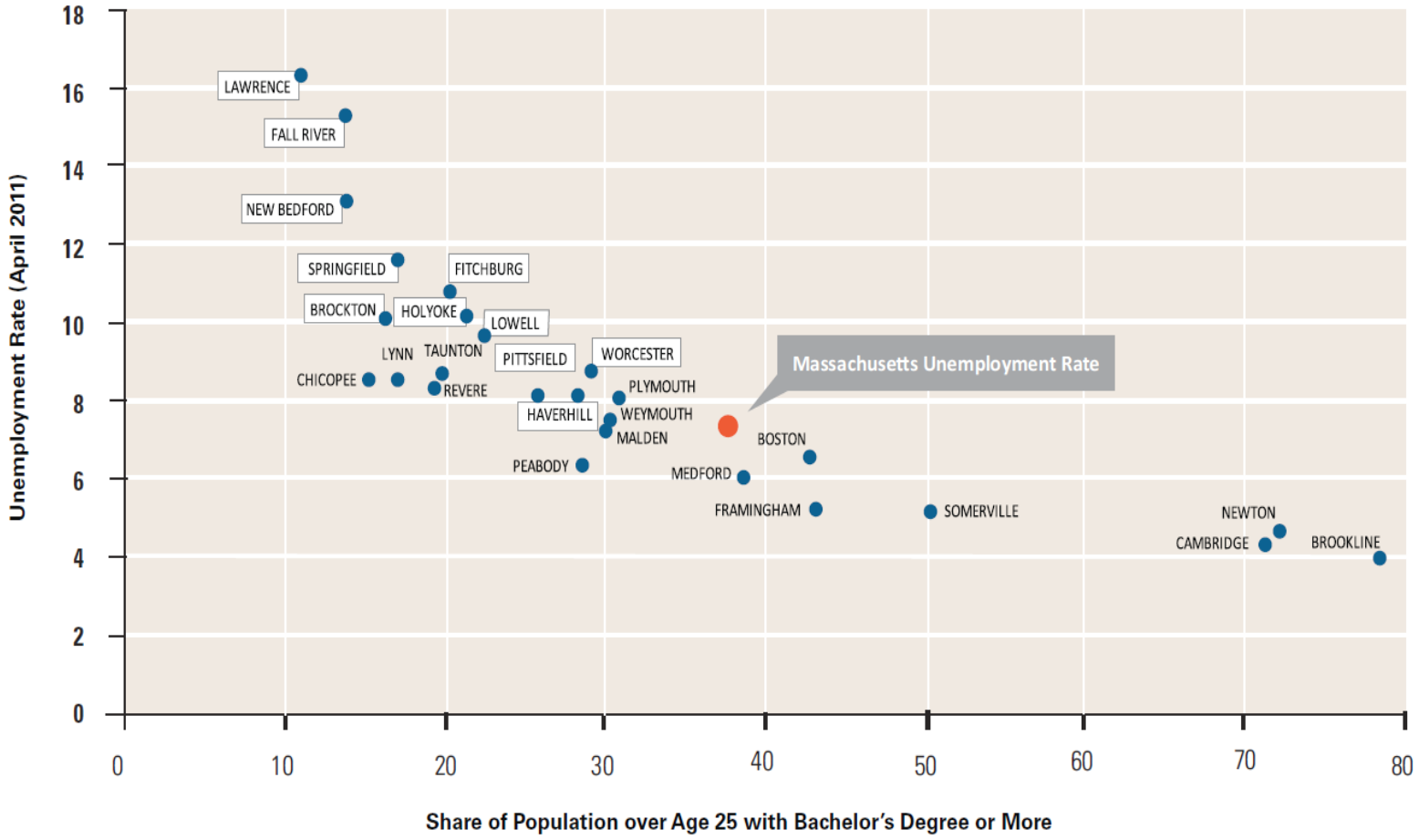

Area Unemployment Rates (December 2011)
MONROE
LAWRENCE
FITCHBURG
HINSDALE
HOLYOKE
SPRINGFIELD
SOUTHBRIDGE
PROVINCETOWN
TRURO
WELLFLEET
EASTHAM
YARMOUTH
FALL RIVER
NEW BEDFORD
WESTPORT
TISBURY
OAK BLUFFS
EDGARTOWN
Area Unemployment Rate (%)
2 - 5.2
5.21 - 7.1
7.11 - 9.5
9.51 - 18.5
18.51 - 33.2
Created February 24, 2012

Figure 3
The Education Gap: Major Massachusetts Cities



Note: This figure shows the top twenty-five largest cities (in total population) according to both Decennial Census 2010 and AFF ACS 2005-2009 plus three additional Gateway Cities

Sources: U.S. Census Bureau, American Community Survey 2005-2009 and Decennial Census 2010; Massachusetts Division of Unemployment Assistance, LAUS series; calculations by UMass Donahue Institute

Figure 4

Massachusetts Household Employment, Labor Force, and Unemployment

Source: DUA

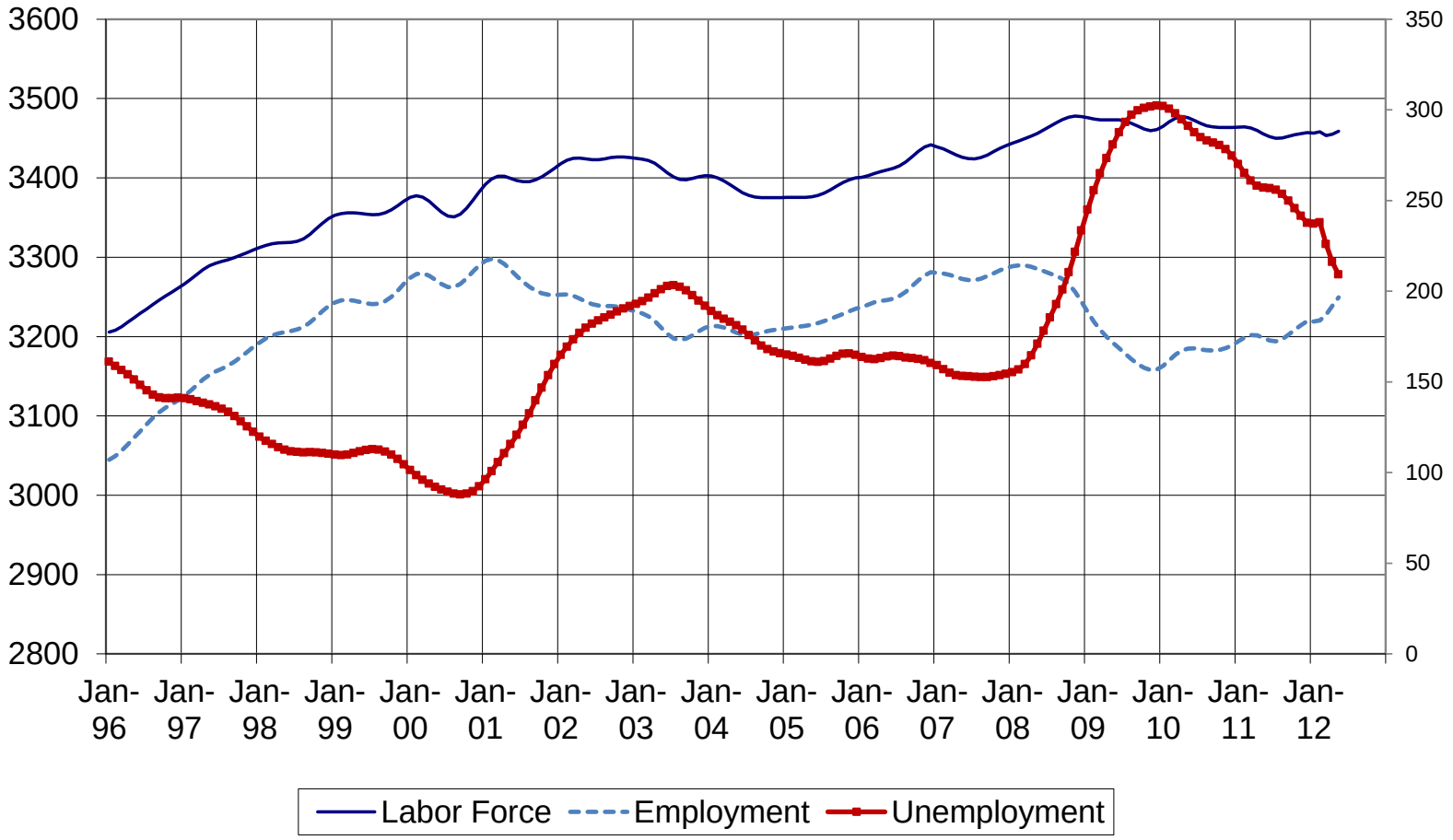


Figure 5

Unemployment (U-3) and Underemployment (U-6) Rates

Source: U.S. Bureau of Labor Statistics. The unemployment rate is the official unemployment rate as released by the BLS. The underemployment rate is from the monthy CPS surveys. The Massachusetts underemployment rate is seasonally adjusted and smoothed by the author.

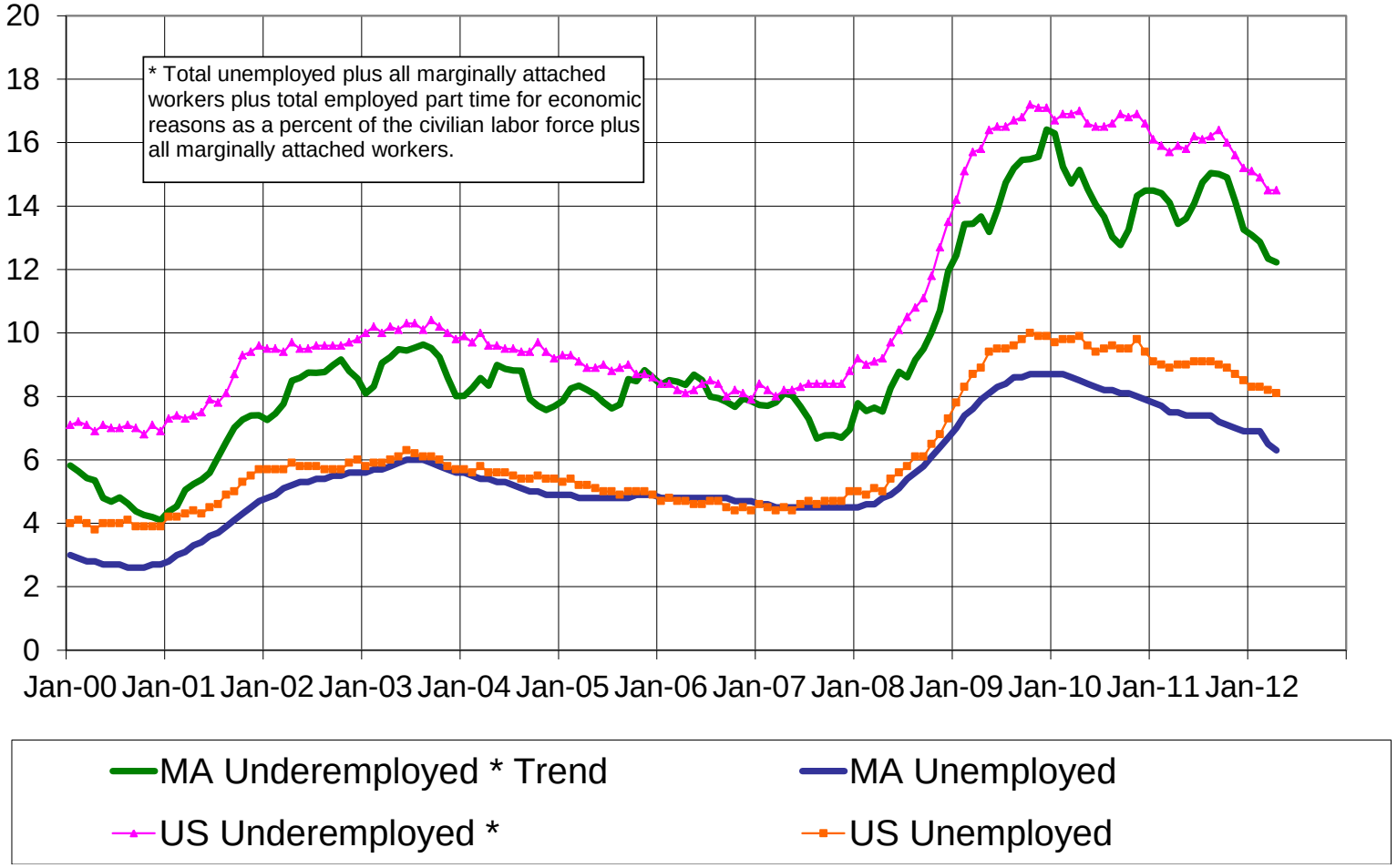


Figure 6

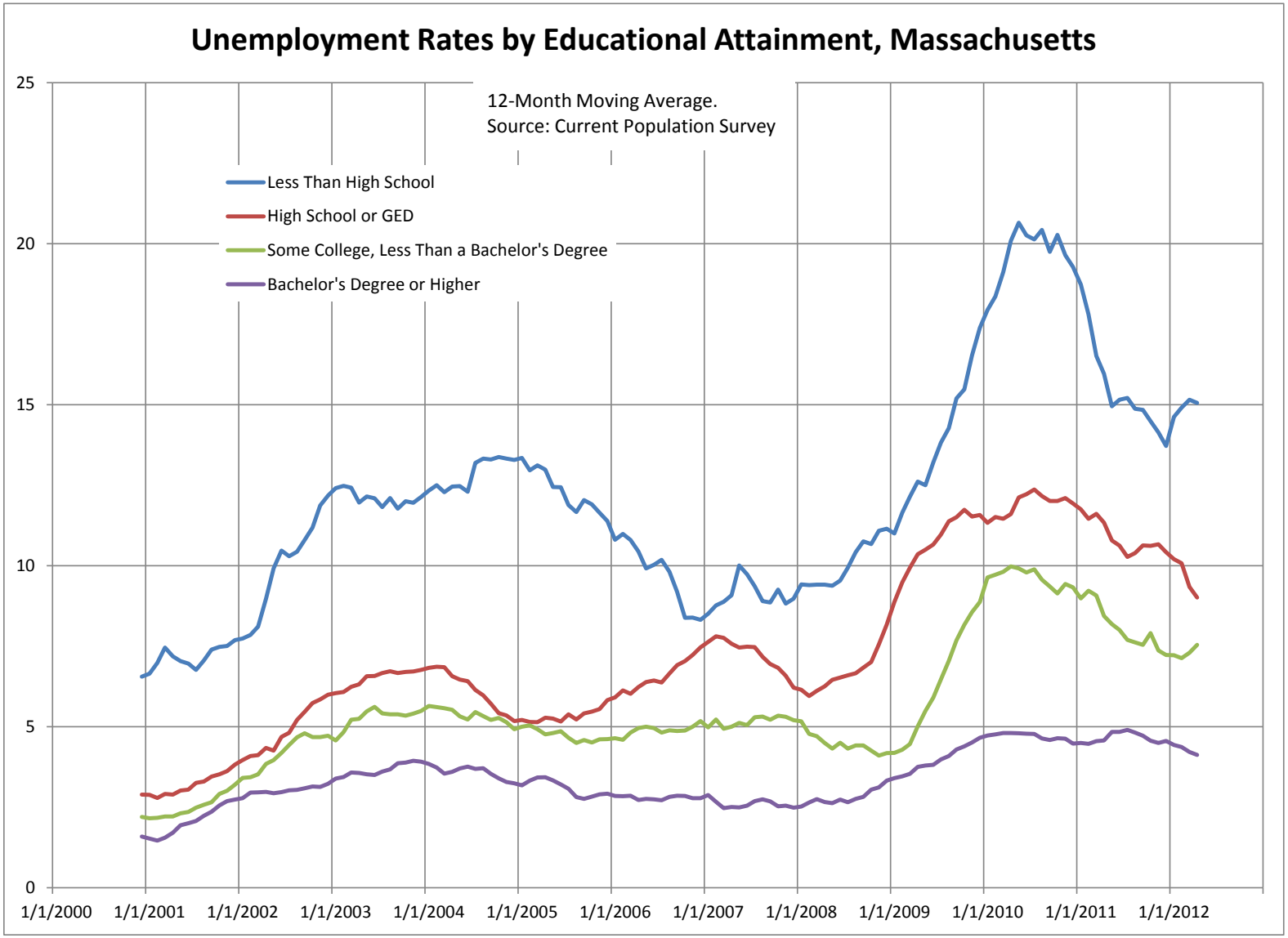

Unemployment Rates by Educational Attainment, Massachusetts
12-Month Moving Average.
Source: Current Population Survey
Less Than High School
High School or GED
Some College, Less Than a Bachelor's Degree
Bachelor's Degree or Higher
25
20
15
10
5
0
1/1/2000
1/1/2001
1/1/2002
1/1/2003
1/1/2004
1/1/2005
1/1/2006
1/1/2007
1/1/2008
1/1/2009
1/1/2010
1/1/2011
1/1/2012

Figure 7

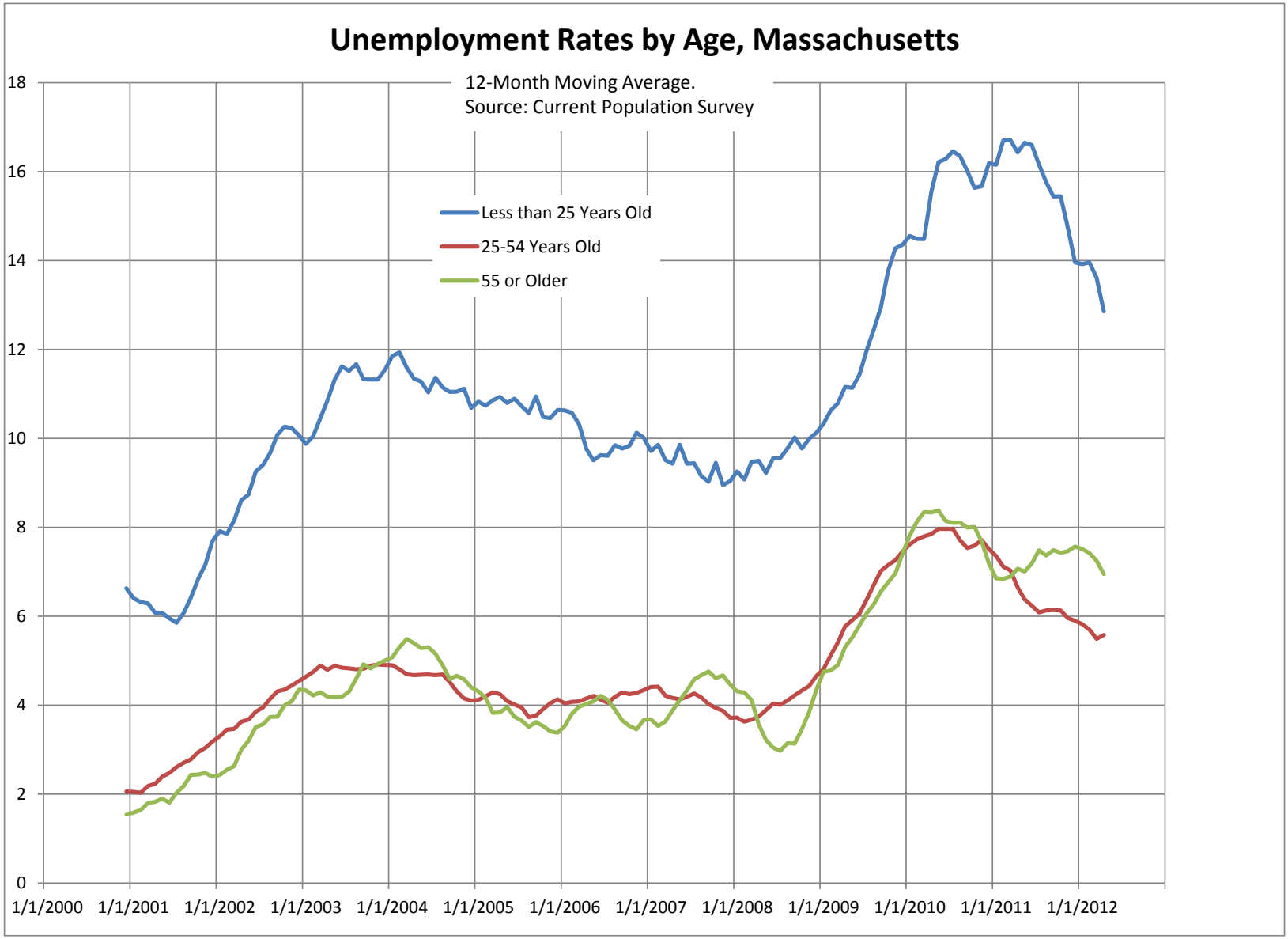

Unemployment Rates by Age, Massachusetts
12-Month Moving Average.
Source: Current Population Survey
Less than 25 Years Old
25-54 Years Old
55 or Older
18
16
14
12
10
8
6
4
2
0
1/1/2000
1/1/2001
1/1/2002
1/1/2003
1/1/2004
1/1/2005
1/1/2006
1/1/2007
1/1/2008
1/1/2009
1/1/2010
1/1/2011
1/1/2012

Figure 8

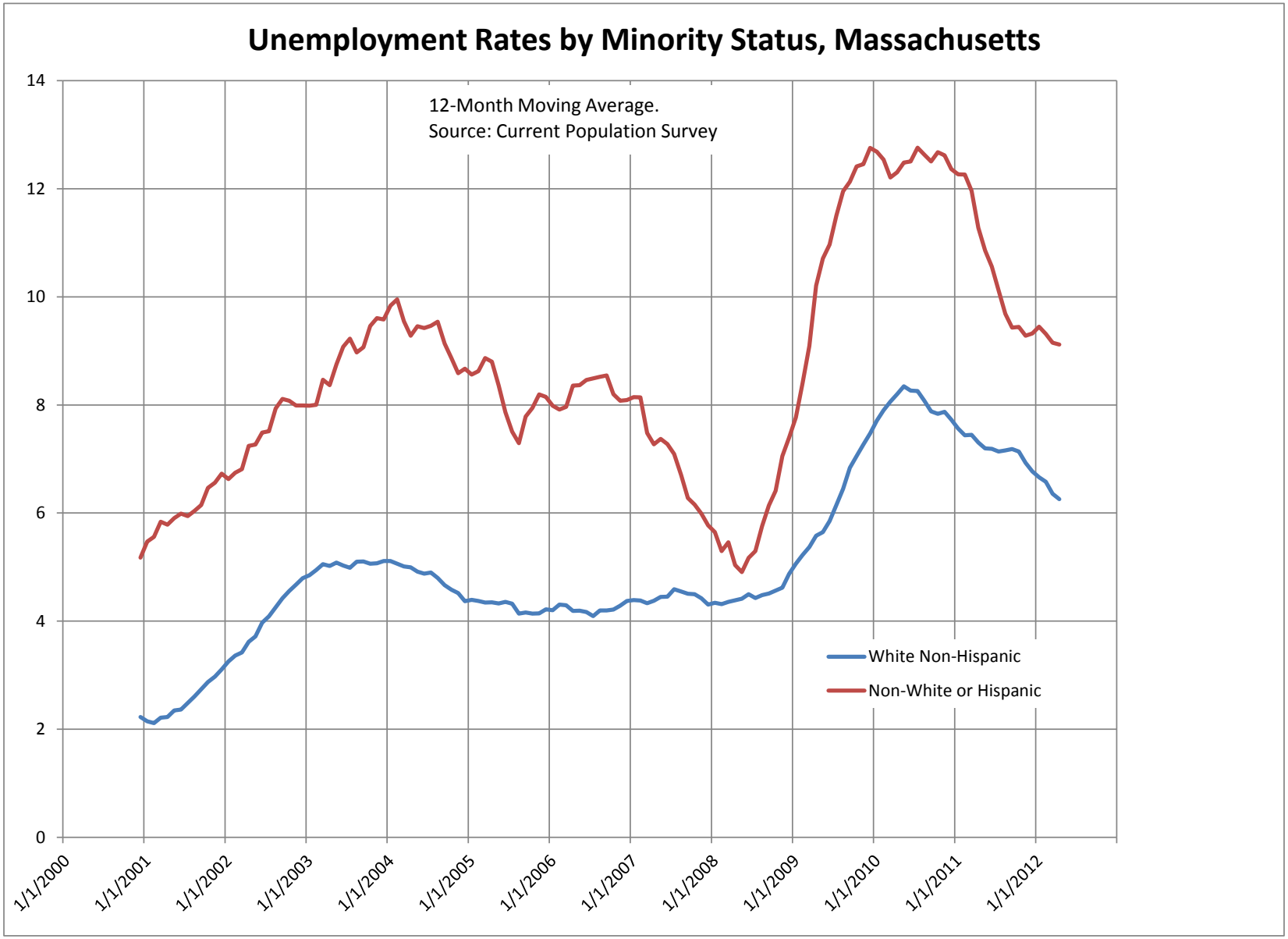

Unemployment Rates by Minority Status, Massachusetts
12-Month Moving Average.
Source: Current Population Survey
14
12
10
8
6
4
2
0
1/1/2000
1/1/2001
1/1/2002
1/1/2003
1/1/2004
1/1/2005
1/1/2006
1/1/2007
1/1/2008
1/1/2009
1/1/2010
1/1/2011
1/1/2012
White Non-Hispanic
Non-White or Hispanic

Figure 9

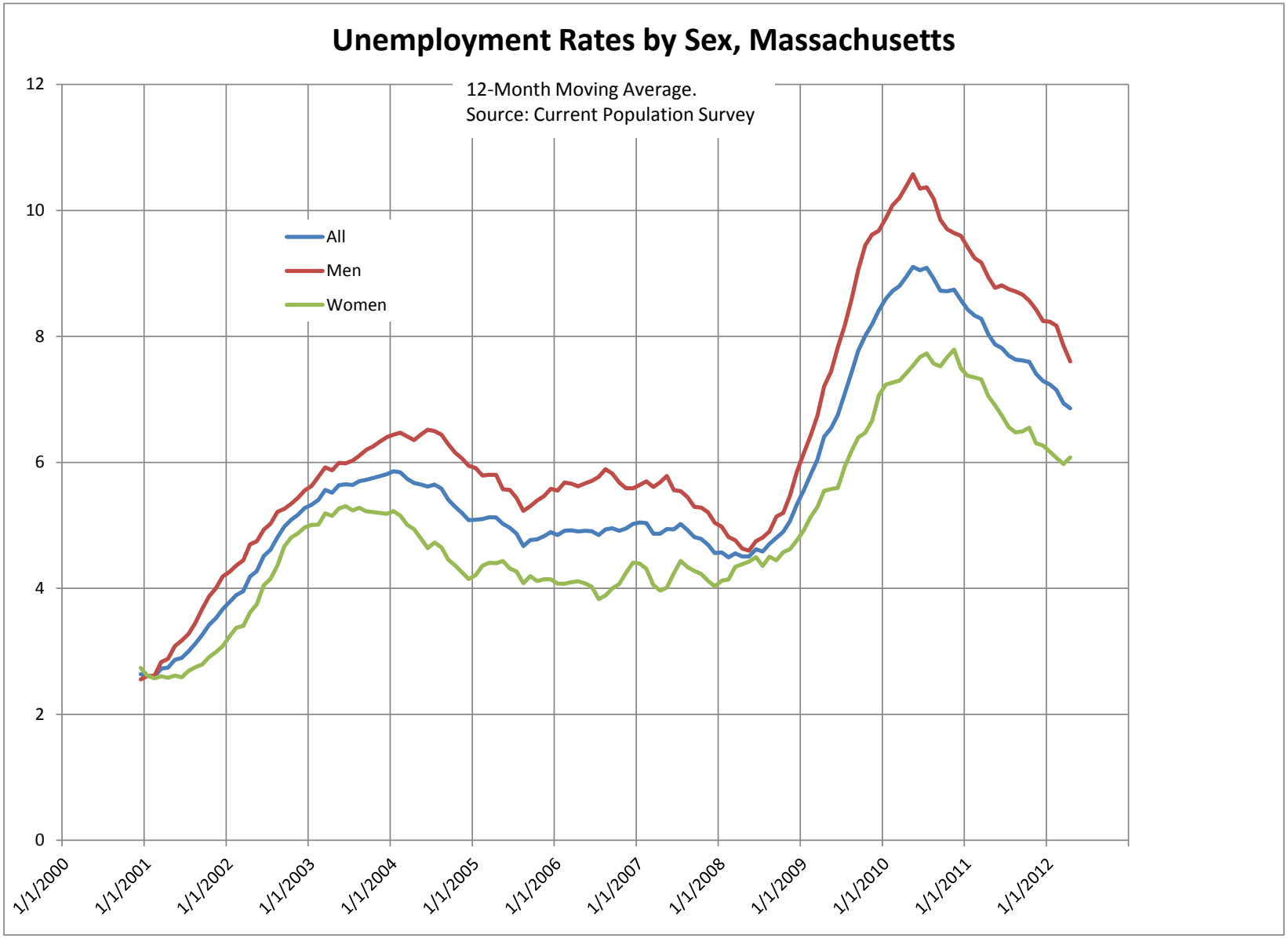

Unemployment Rates by Sex, Massachusetts
12-Month Moving Average.
Source: Current Population Survey
All
Men
Women
12
10
8
6
4
2
0
1/1/2000
1/1/2001
1/1/2002
1/1/2003
1/1/2004
1/1/2005
1/1/2006
1/1/2007
1/1/2008
1/1/2009
1/1/2010
1/1/2011
1/1/2012

Figure 10

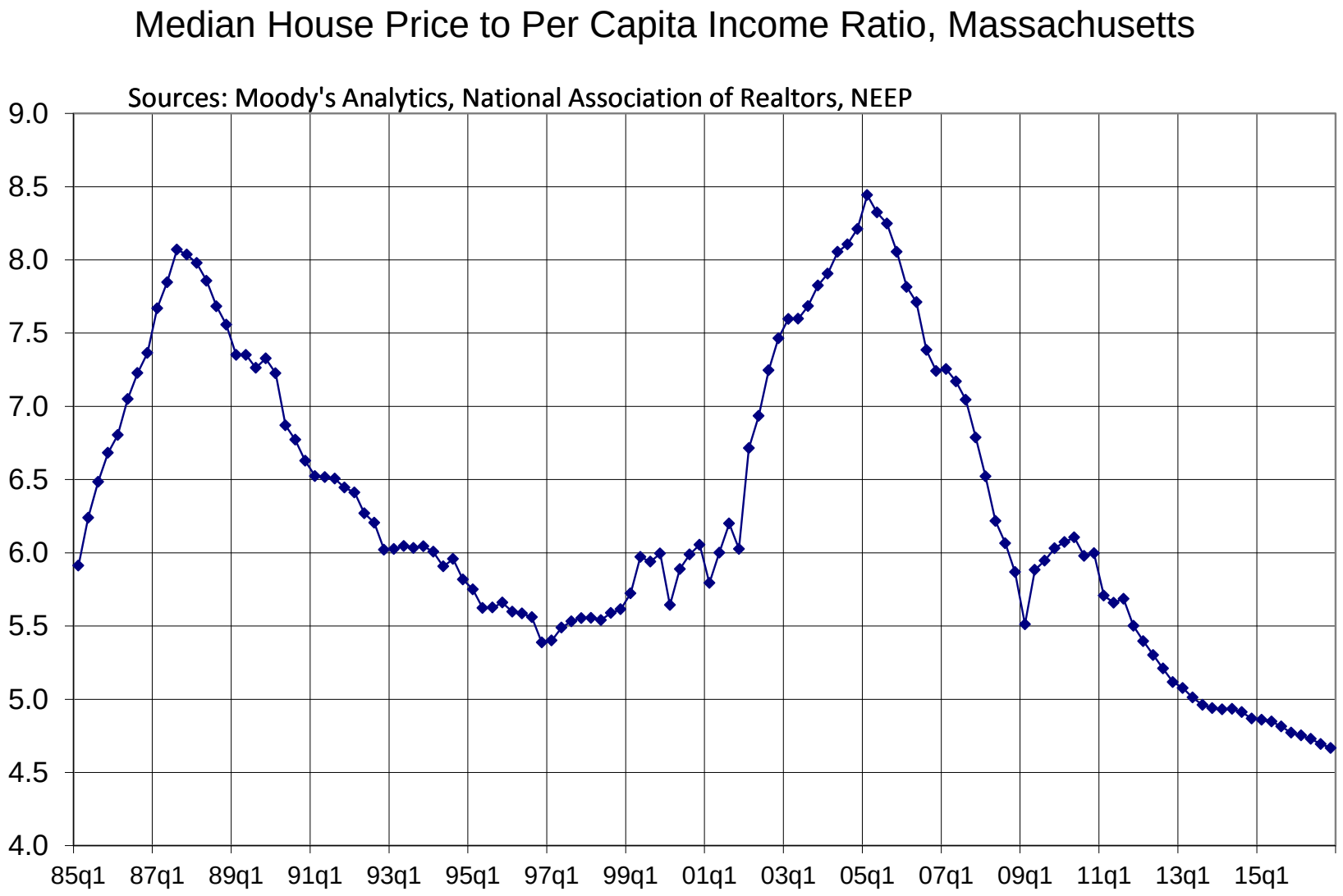

Median House Price to Per Capita Income Ratio, Massachusetts
Sources: Moody's Analytics, National Association of Realtors, NEEP
9.0
8.5
8.0
7.5
7.0
6.5
6.0
5.5
5.0
4.5
4.0
85q1
87q1
89q1
91q1
93q1
95q1
97q1
99q1
01q1
03q1
05q1
07q1
09q1
11q1
13q1
15q1

Figure 11

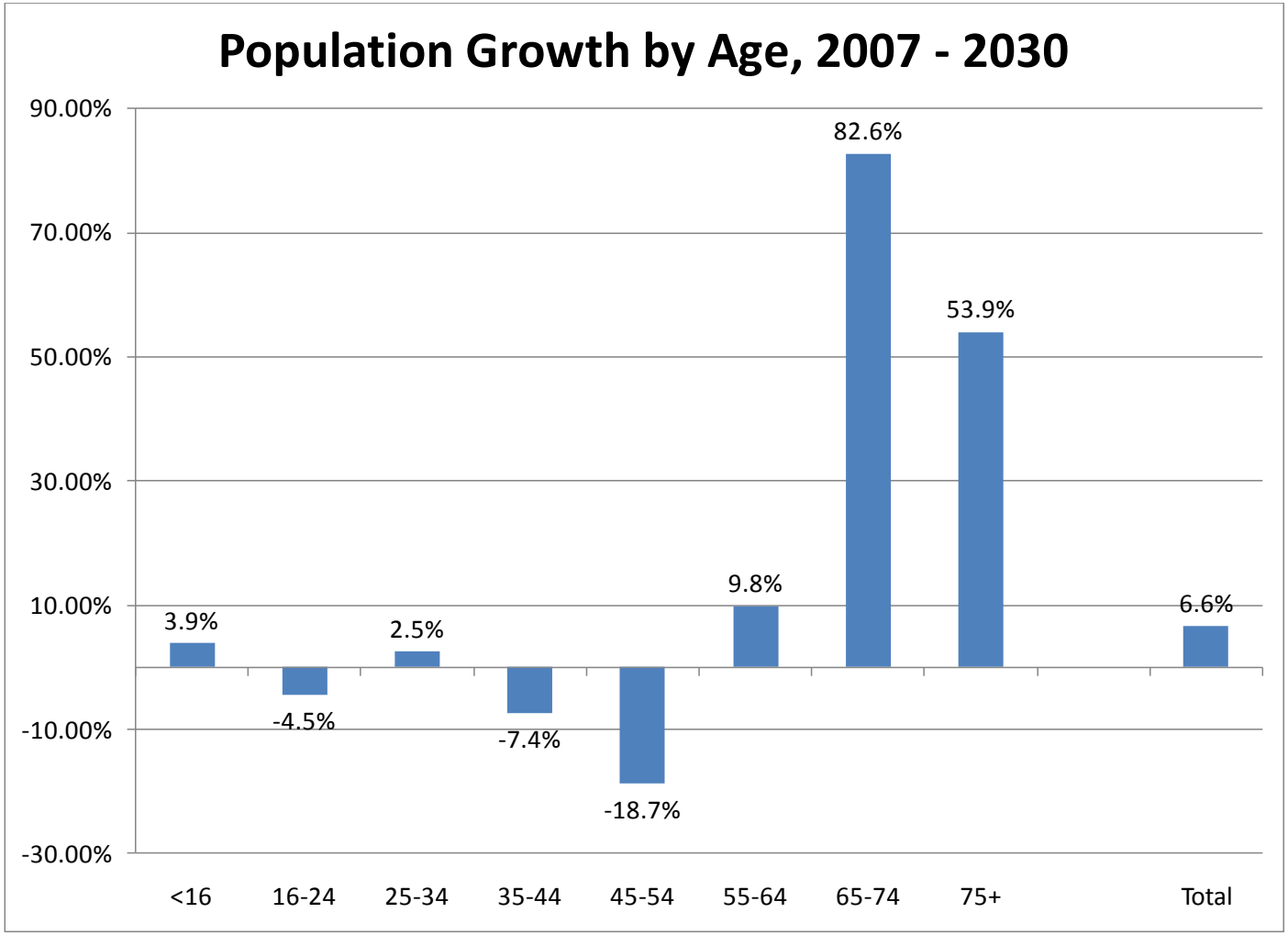

Population Growth by Age, 2007 - 2030
90.00%
70.00%
50.00%
30.00%
10.00%
-10.00%
-30.00%
3.9%
-4.5%
2.5%
-7.4%
-18.7%
9.8%
82.6%
53.9%
6.6%
<16
16-24
25-34
35-44
45-54
55-64
65-74
75+
Total

Figure 12

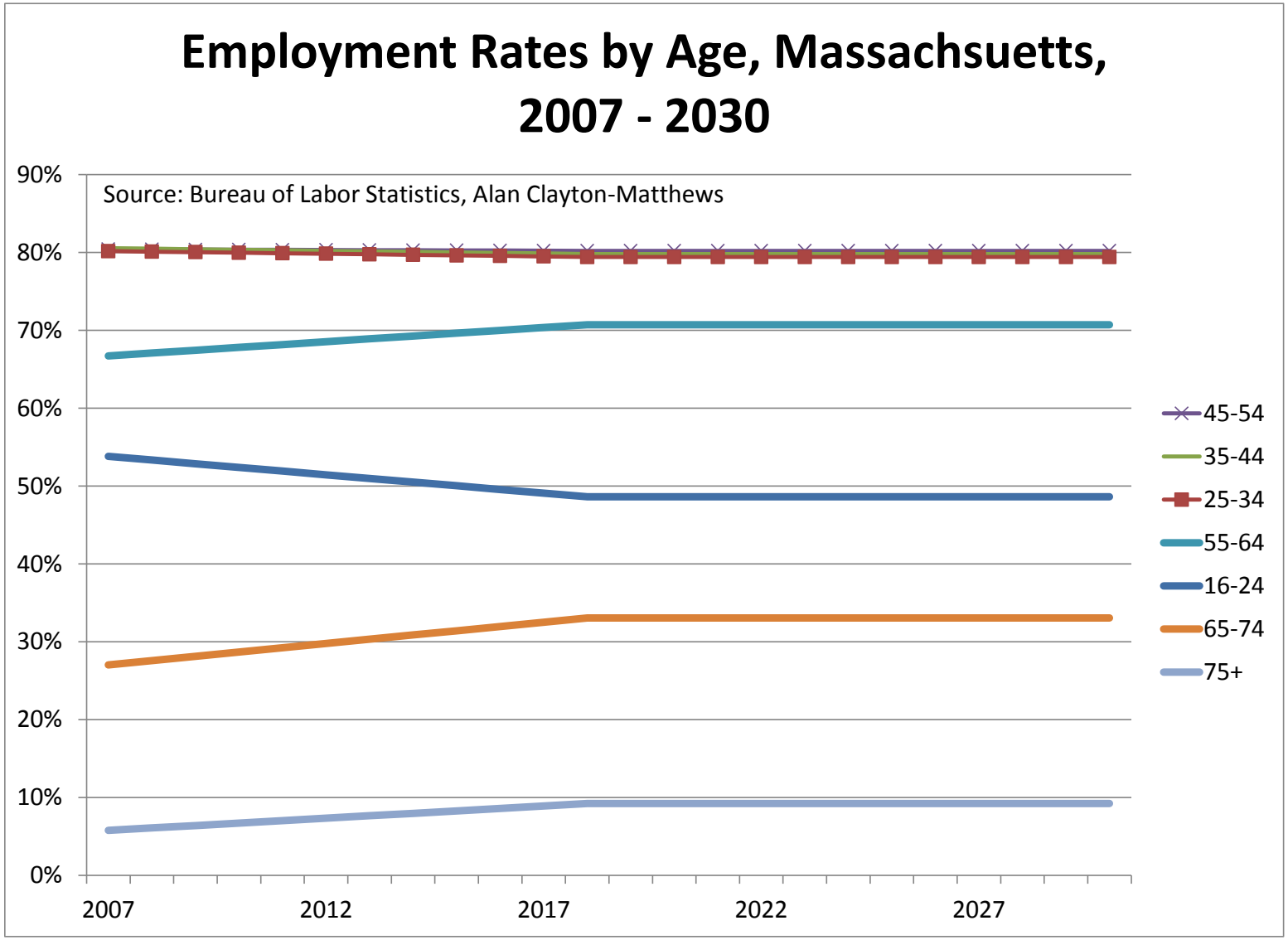

Employment Rates by Age, Massachsuetts, 2007 - 2030
Source: Bureau of Labor Statistics, Alan Clayton-Matthews
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
2007
2012
2017
2022
2027
45-54
35-44
25-34
55-64
16-24
65-74
75+

Figure 13

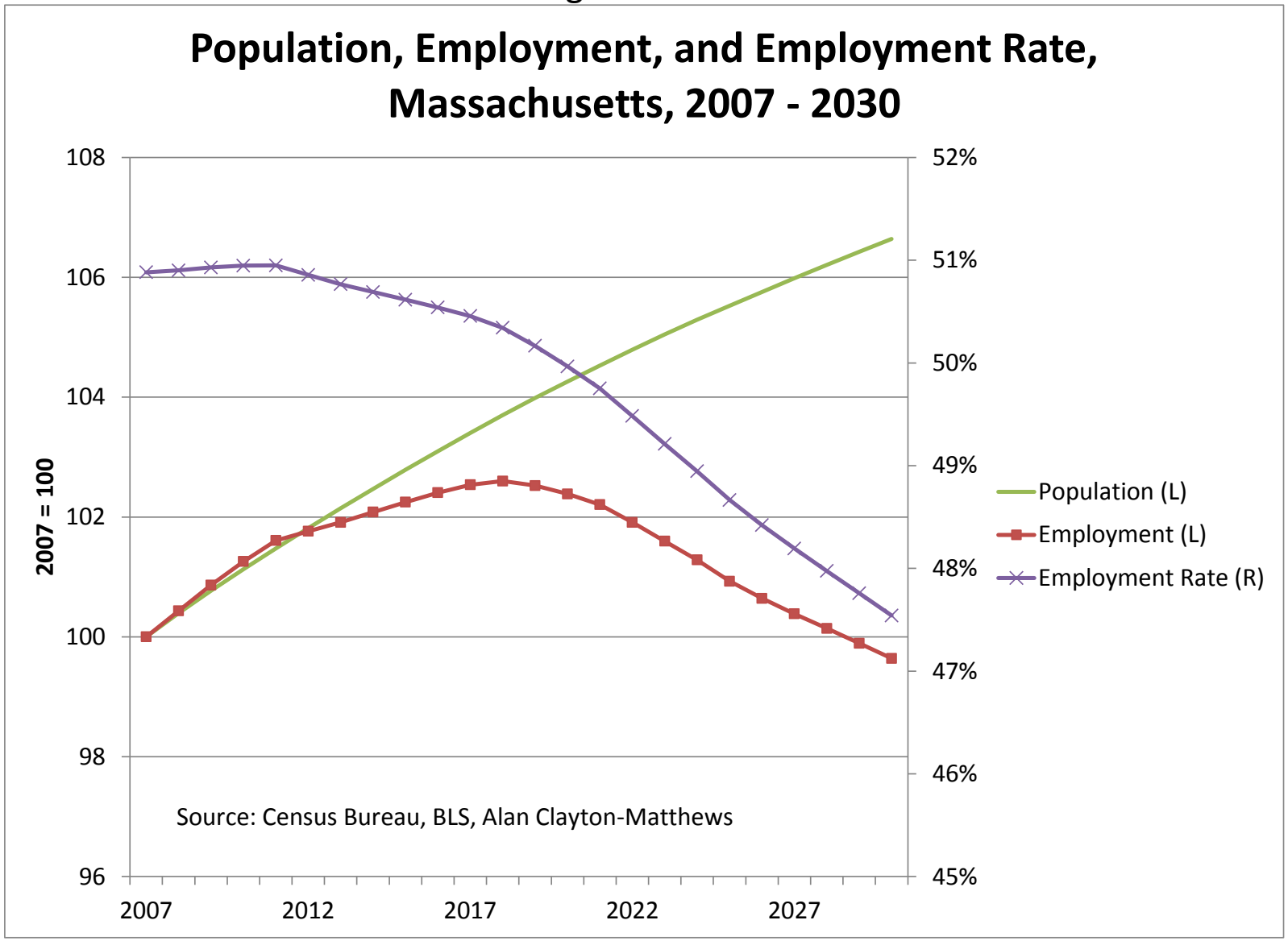
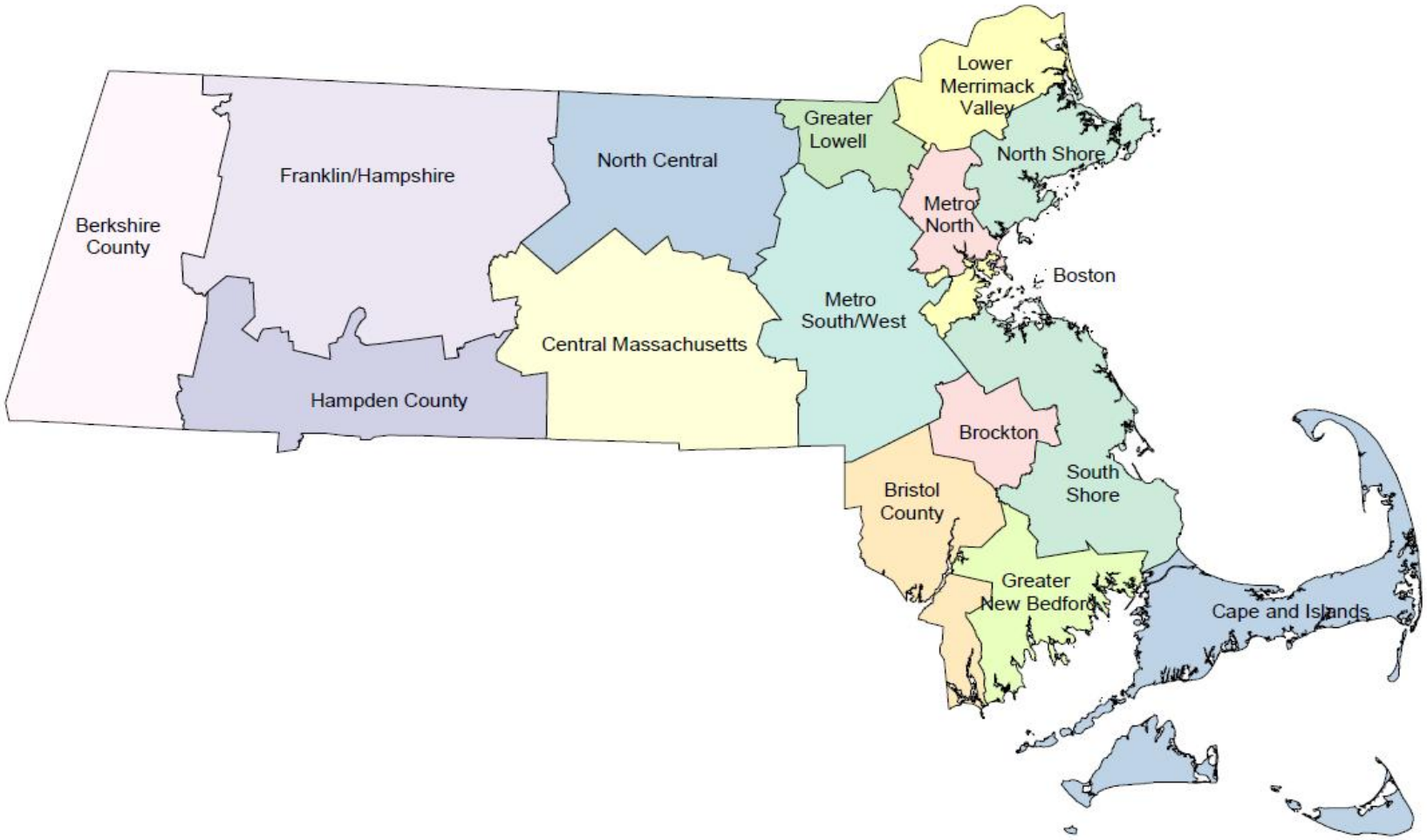

Population, Employment, and Employment Rate, Massachusetts, 2007 - 2030
2007 = 100
108
106
104
102
100
98
96
52%
51%
50%
49%
48%
47%
46%
45%
2007
2012
2017
2022
2027
Population (L)
Employment (L)
Employment Rate (R)
Source: Census Bureau, BLS, Alan Clayton-Matthews

Figure 1
Workforce Investment Areas



Prepared by Massachusetts Department of Workforce Development
Economic Analysis Office

Figure 14

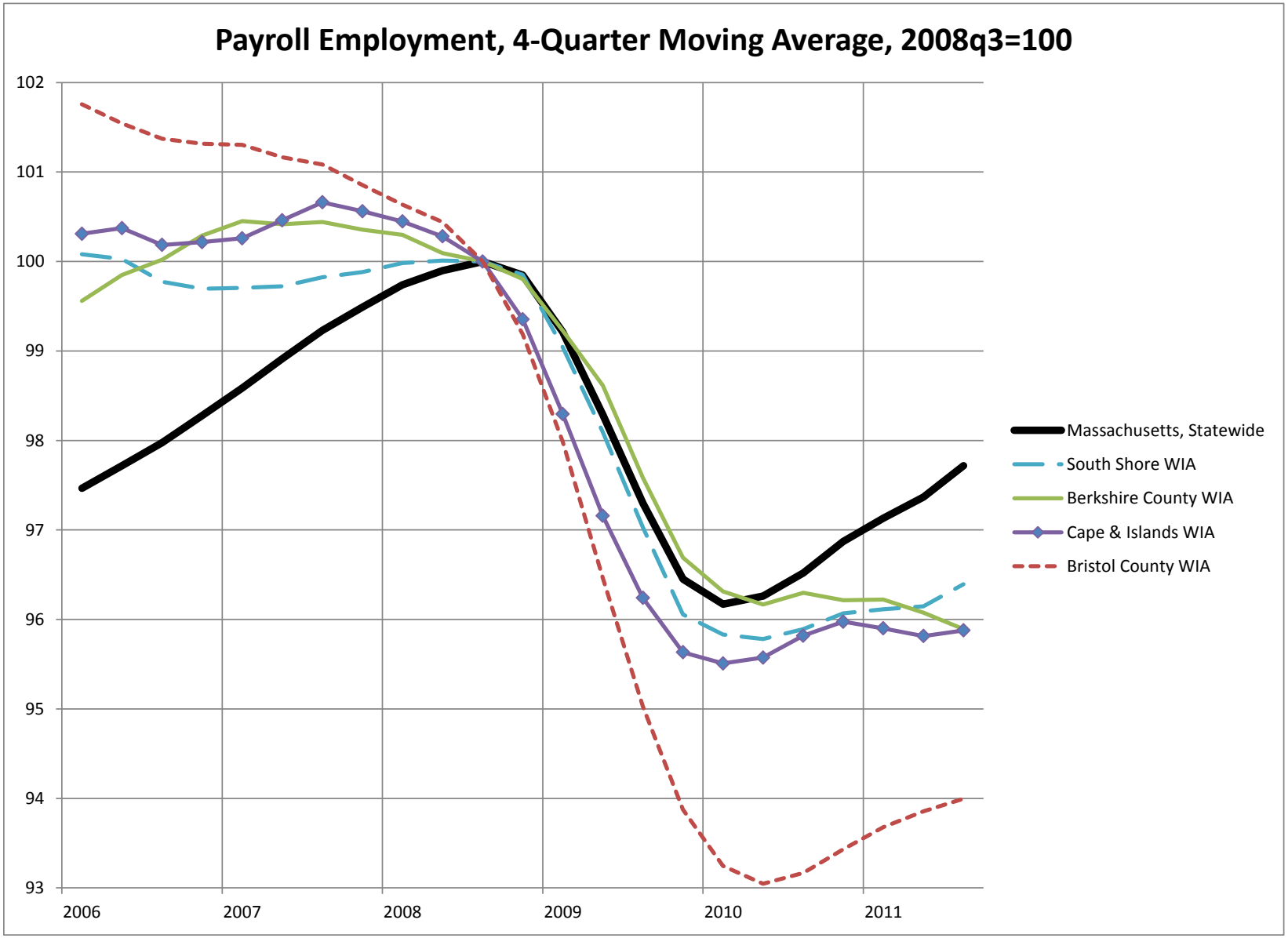

Payroll Employment, 4-Quarter Moving Average, 2008q3=100
102
101
100
99
98
97
96
95
94
93
2006
2007
2008
2009
2010
2011
Massachusetts, Statewide
South Shore WIA
Berkshire County WIA
Cape & Islands WIA
Bristol County WIA

Figure 15

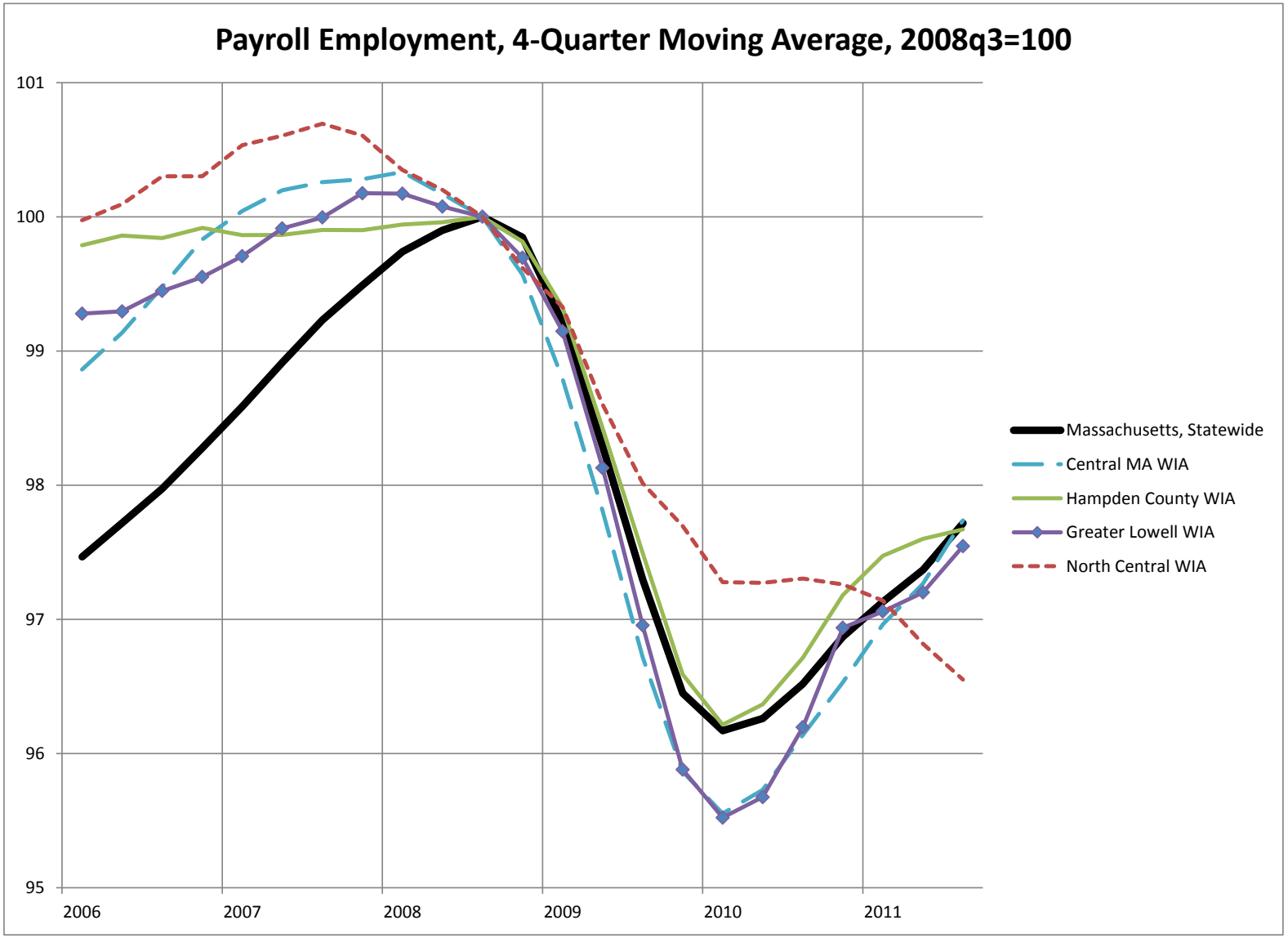

Payroll Employment, 4-Quarter Moving Average, 2008q3=100
101
100
99
98
97
96
95
2006
2007
2008
2009
2010
2011
Massachusetts, Statewide
Central MA WIA
Hampden County WIA
Greater Lowell WIA
North Central WIA

Figure 16

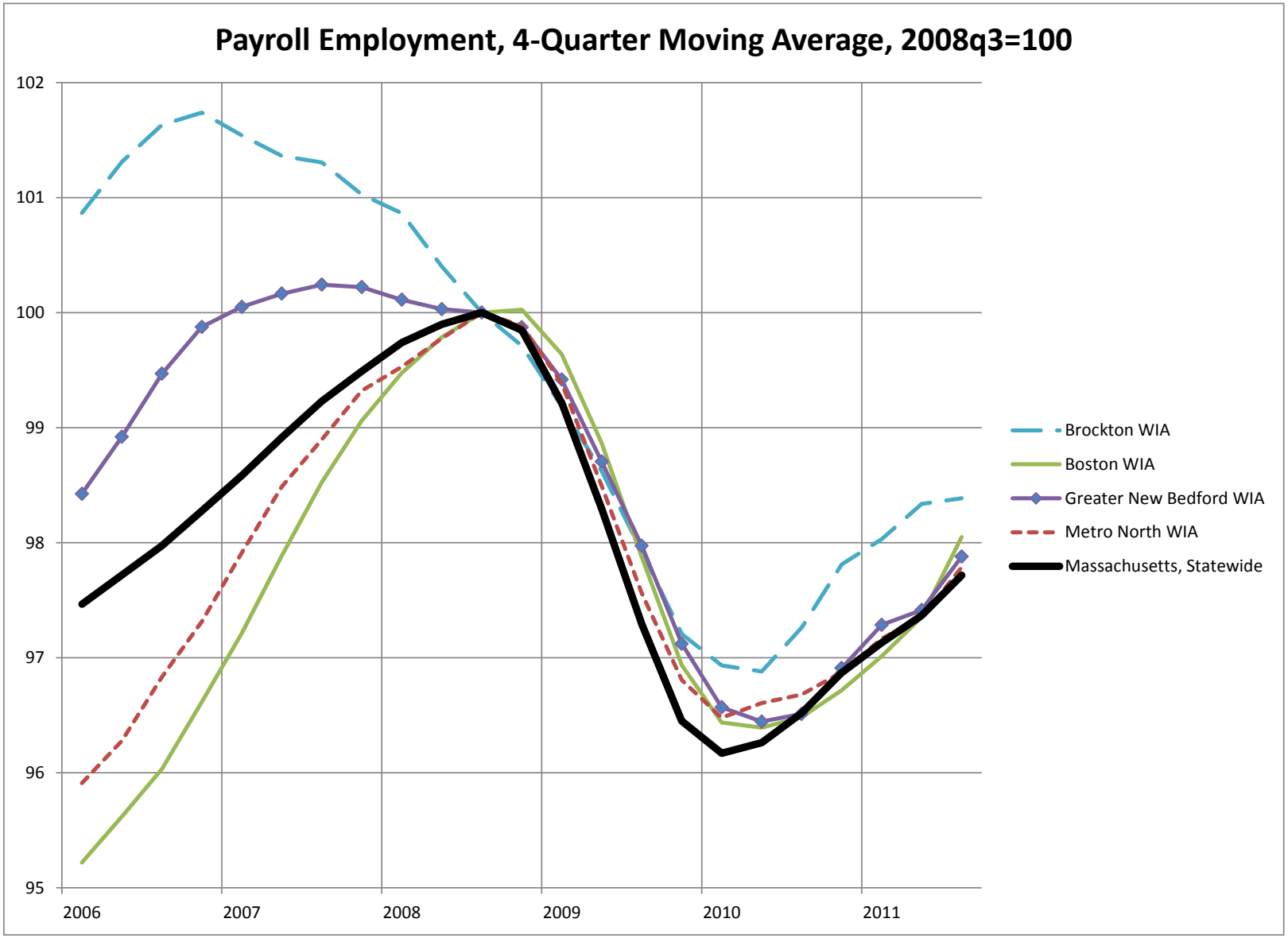
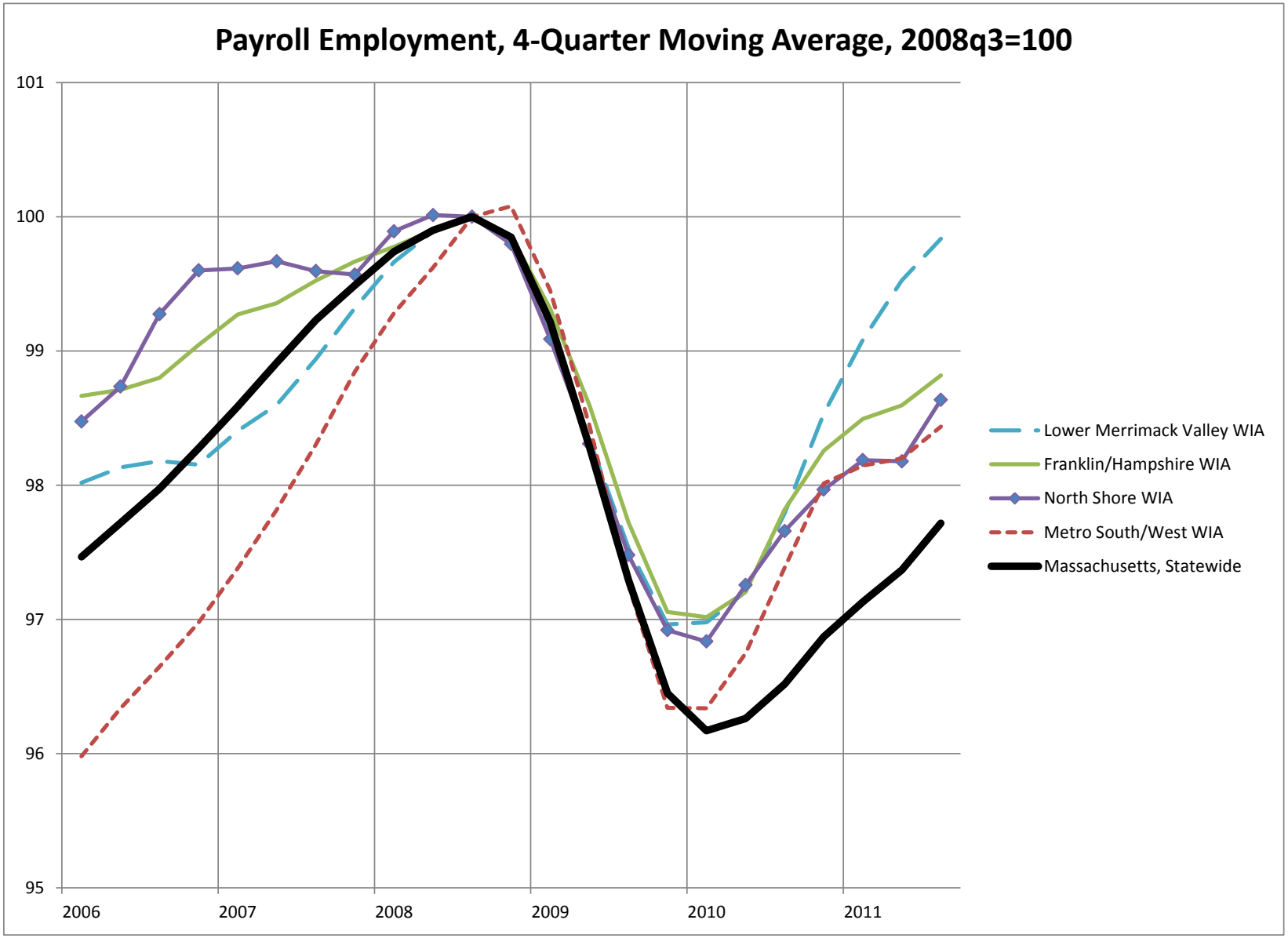

Payroll Employment, 4-Quarter Moving Average, 2008q3=100
102
101
100
99
98
97
96
95
2006
2007
2008
2009
2010
2011
Brockton WIA
Boston WIA
Greater New Bedford WIA
Metro North WIA
Massachusetts, Statewide

Figure 17


Payroll Employment, 4-Quarter Moving Average, 2008q3=100
101
100
99
98
97
96
95
2006
2007
2008
2009
2010
2011
Lower Merrimack Valley WIA
Franklin/Hampshire WIA
North Shore WIA
Metro South/West WIA
Massachusetts, Statewide

Jobs Creation Commission
Massachusetts Statehouse Room 222
July 25, 2012
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Senator Karen Spilka
- Senator Richard Ross
- Cheryl Lussier Poppe, Deputy Secretary for Programs, Services and Personnel, Department of Veterans' Services
- Eileen McAnneny, Director of Public Policy, Fidelity Investments (on behalf of the Associated Industries of Massachusetts)
- Jennifer James Price, Undersecretary of Workforce Development, Executive Office of Labor and Workforce Development
- Dr. Alan Clayton-Matthews, Professor and Director of Quantitative Studies, School of Public Policy and Urban Affairs, Northeastern University
- Tim Sullivan, Legislative and Communications Director, Massachusetts AFL-CIO
- Mary Kay Browne, Executive Office of Elder Affairs
- Jennifer James Price, Undersecretary of Workforce Development
- George Moriarty, Deputy Director, Executive Office of Labor & Workforce Development
- Marybeth Campbell, Director of Workforce Development, Executive Office of Education, Executive Office of Housing and Economic Development & Executive Office of Labor and Workforce Development
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Michael Christopher, Executive Office of Public Safety
- Justin Sterritt, Project Manager, Executive Office of Housing and Economic Development

Other Attendees:

- Representative Chris Walsh
- Mary Anne Padien, Michael Wright, Marianne Conboy, Ryan Gelman, and Ashley Vieira, Office of Senator Karen Spilka
- Andrew Keegan, Office of Representative Joseph Wagner
- Laurie Taymour-Berry, Survivors, Inc.
- Kurt Wise, Massachusetts Budget and Policy Center
- Basil Halperin, Massachusetts Taxpayers Foundation
- Emla Meskovic and Brian Lynch, Office of Senator William Brownsberger
- Susana Segat, Office of Representative Wolf
- Stephen Palladino, Office of Representative Paul Frost

Senator Spilka gave introductory remarks and invited the commissioners to introduce themselves. She noted that there was a quorum and proceeding to adoption of the minutes from the following meetings: February 29, 2012; April 25, 2012; May 30, 2012; June 27,

2012; and the Boston Regional Hearing. Cheryl Lussier Poppe moved to adopt all minutes and the motion was seconded by Jennifer James Price. All minutes were adopted.

Senator Spilka then proceeded to the final draft of the commission's report. She noted that when the commission met on June 27, 2012, people asked for more time to submit comments so the commission decided to give the commissioners until July 11 to submit comments on the final draft. Regarding received comments, she made clear that comments that were consistent with the commission's work (i.e. clarification or addition of issues that the commission had previously discussed) were included in the final draft. However, comments concerning totally new topics or issues were not included. Senator Spilka further noted that even if something new was a good idea it had to be excluded because the commission decided as a group that the investigation would end on June 27, 2012. She went on to mention that some commissioners had indicated that they still needed more time to get approval/feedback from their secretariats and appointing authorities. She insisted that any further feedback be received by her office by Tuesday, July 31, 2012 at noon, in order to be considered for the final report.

Senator Spilka then went on to reference the content of the final report directly. She stated that the report was a document that the whole commission could be proud of and that it was the product of eighteen months of hard work and diligence. She specifically mentioned that this hard work included not just monthly meetings but also regional hearings and subcommittee meetings. She stated that each commissioner's involvement was the reason for the report's relevance and inclusivity. Senator Spilka stressed the word inclusive in regard to the commission's process as well as its finished product. She referenced the many people that came before the commission, including companies, job seekers, human relations representatives, etc. She emphasized that this inclusion of many different viewpoints was one of the things she most valued about the commission's process and stated her belief that the entire commission benefited from that particular element of the process.

Continuing the discussion of inclusivity, Senator Spilka pointed out that each commissioner brought their own individual background to the table, which helped the commission as a whole deal with the challenges that are faced by residents of the Commonwealth. She went on to verbalize her personal gratitude for the opportunity to hear compelling stories, from job seekers overcoming barriers in the sometimes lengthy search for employment to business owners trying to keep their doors open. Senator Spilka stated that all the commissioners should proud of the dedication they have shown during this process.

Lastly, the Senator thanked Laurie Taymor-Berry for her initiative and persistence in making the commission a reality. She mentioned that this final report was the fruit of Ms. Taymor-Berry's labor because spearheaded the idea of the commission and continuously fought for its creation.

Senator Spilka stated that her office would file the final report with the Clerks of the Senate and the House of Representatives. She went on to state that in order to do so, she

needed informal authority to approve the final version of the report. She mentioned that she and her staff would also prepare an executive summary and table of contents. All commissioners present were in agreement with this course of action. The Senator then asked if everyone was amenable to adopting the minutes for the present meeting using an online poll, seeing as this was the last time they would all be together in one room for purposes of the commission. She then opened the floor for questions, comments, and concerns related to the final commission report.

Senator Richard Ross expressed his pleasure at being included in this commission and his pride concerning the work the commission has done including the final report. He also mentioned that the Governor's office has had a hand in bringing this to fruition so he hoped the administration would show their support.

Eileen McAnneny thanked Senator Spilka and her staff for drafting the final report. She mentioned that she thought that the report was thoughtful and that it was the culmination of a long process and a lot of hard work. She stated that, although the final report does not include everything she would have liked, she still supported it and thanked Senator Spilka for representing the many diverse perspectives present within the commission.

Dr. Alan Clayton-Matthews also voiced his support for the final report and said that it was a good piece of work that the commission had put together. He also mentioned that the process was incredibly inclusive and referenced the diverse viewpoints that the commission took into account, including those of the business community, labor and non-profit organizations, academia, the administration, the legislature, and the public. He also referenced the wide range of views that were present at the regional hearings, including those of the workforce investment boards, unemployed workers, business executives, and human resource personnel.

Dr. Clayton-Matthews pointed out that the final report, though undeniably a compromise, was also a common agreement among the commissioners about the issues that need to be addressed concerning the strengths of the Commonwealth in regard to job creation and where efforts and resources should be focused. He stated that this was a useful process for finding answers to these difficult questions. He thanked Senator Spilka and her staff for their support and hard work, as well as Laurie Taymor-Berry for her continued perseverance and cooperation.

Tim Sullivan thanked Senator Spilka for her leadership on the commission and for a timely finished product. He stated that the commission demonstrated that we need to spend time talking about jobs and that people get frustrated when jobs are not a continuous conversation within state government. He said that the commissioners should be proud of the fact that they agreed on capitalizing the strengths of Massachusetts in order to create and maintain quality jobs for residents and their families. He voiced his opinion that the compromise the commissioners arrived at is very valuable and that widespread support for such compromises is the driving force behind any effective policy recommendations. Lastly, Tim Sullivan emphasized that the commission's work has set the stage for the next step of job creation and economic development in Massachusetts.

Senator Spilka pointed out that she had filed twelve amendments to the economic development bill that was recently debated by the Senate. She stated that her and her staff went through the bill and filed amendments that reflected the recommendations of the commission. She expressed an interest in working with the commissioners in the future in order to implement the recommendations of the commission. She reiterated that the commissioners should be very proud of the work they have done. Senator Spilka reminded the commissioners that, although there would be no more official meetings, they should discuss modes of disseminating the report to the press. She suggested a press conference, perhaps in August or September, in addition to releasing the report to the press when they file it with the legislative clerks. The commissioners agreed that a press conference was a good idea but most suggested waiting until September to formulize a plan for a press conference. Senator Spilka suggested filing the final report in August via e-mail so the commissioners could send it out to their respective authorities but stated that a September press conference seemed to be consensus.

Senator Spilka held up the large appendix in order to demonstrate the amount of work that was done by the commission. She stated that the appendix would be sent out to the commissioners because it was important for everybody to have record of what the commission did for the past eighteen months. She asked if there were any other comments, questions, or concerns.

Dr. Alan Clayton-Matthews expressed some disappointment with the recommendation in the final report that a job vacancy survey be completed on an annual basis. He suggested it be executed quarterly or biannually.

Jennifer James Price responded that there is certainly support for executing job vacancy surveys twice a year or at least annually.

Senator Spilka mentioned that this recommendation was simply a statement that a job vacancy survey should be done each year at the least.

Jennifer James Price pointed out that the Executive Office of Labor and Workforce Development would be releasing one in the fall of 2012. She explained that they lost federal funding for the survey so they stopped publishing them in 2010. She went on to state that federal funding for the project was restored, which prompted EOLWD to complete a survey this past spring.

Senator Spilka mentioned that an annual job vacancy survey was one of the amendments she filed for the recent economic development bill. She also noted that it should be a matter of state policy to do this on a regular basis.

Dr. Alan Clayton-Matthews reiterated that it should be done more frequently than once a year.

Senator Spilka responded that a lack of adequate funding would most likely preclude more frequent surveys.

Jennifer James Price added that the job vacancy surveys are not seasonally adjusted so quarterly surveys would be difficult to analyze and report but that she would be happy to work with Dr. Clayton-Matthews on a solution.

Senator Spilka pointed out that the important thing to remember was that each of the several recommendations could be turned into a policy, a piece of legislation, or a funding item and that having them all in one, easily-accessible location was going to be incredibly helpful in that regard. She emphasized that all the commissioners offered input on the recommendations and were instrumental in transforming these recommendations into something that is easily read and understood. She reminded the commissioners that her office would send them the final version of the report and an executive summary after all comments were received on Tuesday, July 31, 2012. She again thanked all the commissioners for their hard work, diligence, and support over the past year and a half.

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