



Berkshire County Workforce Blueprint 2023-2027



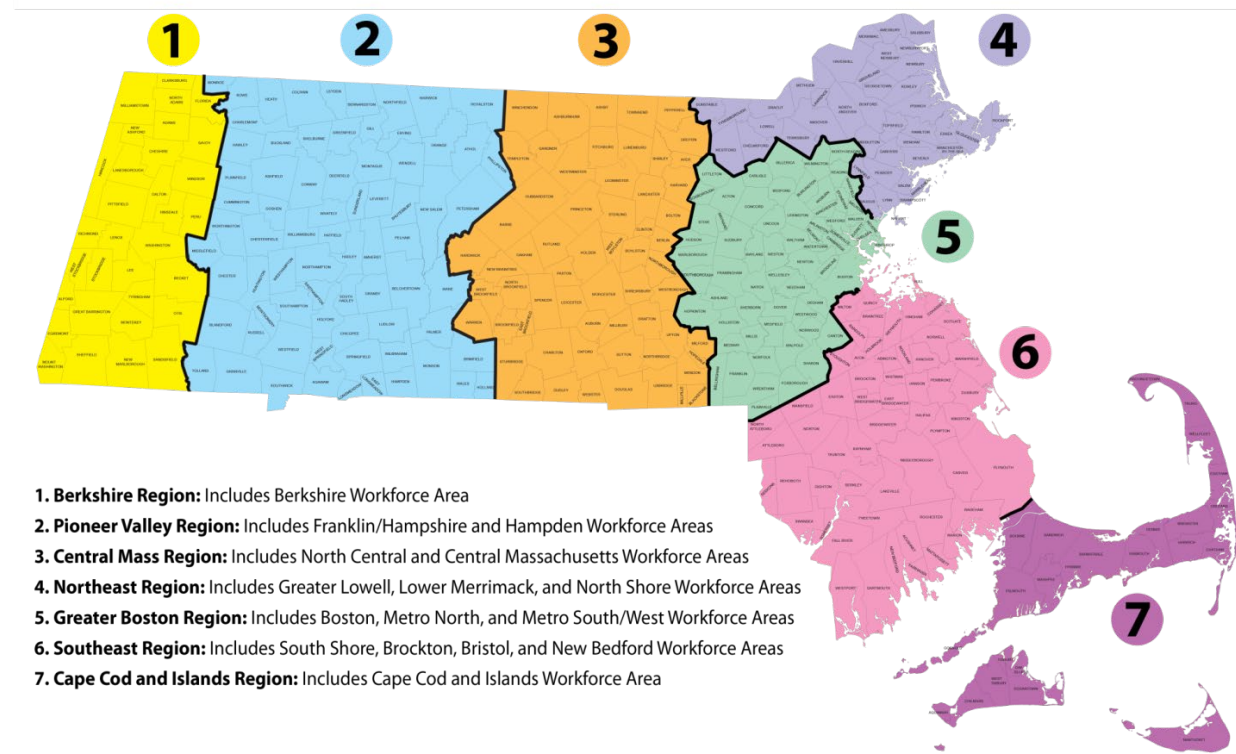
**BERKSHIRE
WORKFORCE BOARD**



I. Introduction

The Regional Workforce Skills Planning Initiative was launched in April 2017 with the aim of fostering strategic alignment between state and local programs, policies and resources to fuel job growth and address employer demand for talent across the Commonwealth.

The original Regional Labor Market Blueprints—developed through a comprehensive year-long planning process that involved local, regional, and state leadership from workforce development, education, and economic development, and input from business and community stakeholders—reflected a collective understanding of regional priorities and strategy for investments in seven regions across the Commonwealth: Berkshire, Pioneer Valley, Central, Southeast, Cape, Greater Boston, and Northeast.



On behalf of the Berkshire Regional Skills Team, the MassHire Berkshire Workforce Board has prepared Berkshire Workforce Blueprint 3.0 for submission to the Massachusetts Workforce Skills Cabinet as required by the Workforce Innovation and Opportunity Act.

Created by Governor Charles Baker and recommissioned by Governor Maury Healy, the Skills Cabinet is comprised of the Secretariats from the Executive Office of Education, Labor and Workforce Development, and Housing and Economic Development, and is charged with creating and implementing a strategy to ensure that individuals can develop and continuously improve their skills and knowledge to meet the varying hiring needs of employers across the Commonwealth.

Following a prescribed template as outlined by the state, the Berkshire Skills Cabinet comprised of regional leaders representing the three executive branches and other community leaders, have drafted components of the Blueprint between June – December 2023.

Berkshire Regional Planning Team

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Regional Planning Process

To develop the most recent Berkshire Labor Market Blueprint, the Berkshire Workforce Board met with employers within high priority industries; identified pipeline strategies/areas for growth; and convened the Berkshires Skill Cabinet to review regional labor market data. Additionally, the Berkshire Market Maker met with the Berkshire Manufacturing Advisory group and over 30 businesses to discuss workforce needs, barriers, and challenges in preparation for the development of the blueprint.

A Regional Planning Session was held in October 2023 and included participation from organizations from the following sectors: workforce/business, education, and economic development. During the Regional Planning Session, the Berkshire Skills Cabinet and other local businesses and organizations were invited to converse on needs, barriers, and current priority industries—manufacturing/engineering; healthcare/social assistance; and hospitality, culinary, and management. Based on the collective feedback, an updated list of priority industries and occupations was created:

2023 Berkshire Workforce Blueprint—Priority Industries & Occupations



II. Current State of the Region

Berkshire County is located on the western edge of Massachusetts, consisting of 32 municipalities. In 2023 the population in Berkshire County was 129,320 residents with a labor force of 65,676. Bordering the Berkshires to the east is the Pioneer Valley labor market region, while Vermont (north), New York (west), and Connecticut (south) border the remainder of the region.

Critical trends in population that may impact the workforce:

A critical trend that will impact the workforce over the next decade is the growing population in Berkshire County. Between 2023 and 2033, Berkshire County population is projected to grow 8% from a population of 131,405 to 141,311. This is a significant population increase compared to the U.S. and state of Massachusetts, both which are projected to grow by 5%.

Critical trends in regional demographics that impact the workforce:

There are four trends that have been identified regarding regional demographics in Berkshire County: aging population., low rate of millennials, increased racial diversity, and increased educational attainment.

Berkshire County's millennial population (ages 25-39) is much lower than the state and national average. With just over 21,000 in this age bracket, the Berkshires is lacking a supply of young talent needed to meet the demand of vacancies caused by high retirement rates. More than a third of the population (54,720) is aged 55 and older, which means a significant portion of the workforce will be retiring over the next decade.

The current population of Berkshire County is predominately white at 86% of the population. By 2033, this number is expected to decrease to 83%, while an increase in racial diversity is predicted. The Berkshires will see these increases in the White Hispanic population (29% change), Black Non-Hispanic population (24% change), and Multi-race Non-Hispanic population (35% change).

Currently, 17% of the population holds a Graduate Degree or higher, 20% holds a Bachelor's Degree, 9% holds an Associate's Degree, and 19% have Some College education. Over the next decade it is projected that there will be a decrease in percentage of the population holding Some College education and Associate's Degree, and an increase in the population that holds a Bachelor's Degree and Graduate Degree or higher. Overall, the region will contain a higher educated population.

Past and current high-level industry trends impacting workforce needs:

Healthcare and Social Assistance is an industry that is projected to grow 8% by 2027. With an increasing aging population, healthcare services are in great demand up and down the county.

Growth of the manufacturing industry has slowly declined over the last decade. Although the Berkshires has seen major manufacturers leave the area, there is a renewed sense of industry taking root. This can be seen in the development of the Berkshire Innovation Center, the growth of General Dynamics, and the strong focus on STEAM within the secondary educational system. Manufacturing in the Berkshires is keeping up with industry demands and attracting unique and specialized manufacturers to the area. These employers have expressed strong workforce needs as they continue to keep pace with the nation in the field of analytics, technology, automation, cybersecurity, and robotics.

Agriculture, Forestry, Fishing, and Hunting is an industry that has seen 80% growth over the last 5 years, with another 36% projected growth by 2027. Currently there are no career pathways in this industry as positions are very specialized and low in number, with low annual earnings.

Clean Energy is an emerging industry that is projected to grow in Massachusetts and in Berkshire County, especially with the recent state decarbonization goals, policies, and timelines. The Massachusetts Clean Energy and Climate Plan for 2025 and 2030 has outlined the importance of planning and coordination among workforce and economic development organizations to develop clean energy training systems to support the growth of the industry. In Berkshire County, it is especially important to introduce this industry sector and occupations to the youth population to educate and fill the gaps that will be available due to a growing industry and retiring population. Previous trends shared by Massachusetts Clean Energy Center (MassCEC) have shown that in a one-year period from 2022 to 2023, the Clean Energy Center reported an increase in clean energy jobs in Berkshire County by 4.9% or 147 jobs. With this, the Berkshires have seen the addition of 15 new clean energy businesses over a one-year period. The Massachusetts Clean Energy and Climate

Plan for 2025 and 2030 states that 95% of the net additional energy-related jobs created and supported by 2030 will be middle to high-wage jobs that earn at least \$26 per hour. Half (52%) of all additional energy-related jobs earn \$26-35 per hour¹.

The following industries have been chosen as most important to the region's economic success (see Priority Industries and Occupations section below):

- Healthcare and Social Assistance (62)
- Manufacturing and Engineering (32)
- Hospitality, Culinary, and Management (72)
- Clean Energy and Trades (61)
- Education and Childcare (23)

The most significant workforce development challenges identified by the above business and industry partners:

Healthcare and Social Assistance

With an increased demand for evening and night healthcare personnel, employers are finding it challenging to find applicants who can work non-traditional hours. Childcare and transportation are typical barriers that prevent employers from filling these positions. In addition, Master Level Clinicians are in high demand but in low supply. Entry-level positions in behavioral health can be filled but it takes years to educate and advance employees who are underpaid and overworked.

Manufacturing

Berkshire County manufacturers are currently facing a multitude of challenges. An aging workforce is one of those challenges. Most manufacturers have a core group of employees who have been with the company for decades. These near retirement individuals are irreplaceable as they know the ins and outs of systems, machines, and operations. On the same hand, the lack of entry-level workers within the industry makes it near impossible to build a solid workforce and advance mid-level employees. The low retention rates of new employees are also a barrier. Employers spend time and resources training individuals who then leave after a few weeks of working on the job.

Hospitality, Culinary, and Management

Retention rates seem to be a challenge within this industry as seasonal demand fluctuates. The hospitality and culinary candidate pool within Berkshire County is very small, which means competition for experienced and skilled employees is high. Small businesses have a hard time competing with institutions that offer better pay and better benefit packages. These smaller businesses have less resources yet must spend more to train and retain employees. This industry also faces setbacks because most open positions are considered a job versus a career opportunity.

Clean Energy and Trades

The region lacks proper training and academic programs geared toward clean energy occupations. The current workforce supply does not meet the increasing demand for services provided by

¹ Massachusetts Clean Energy and Climate Plan for 2025 and 2030. 2022, June 30.

businesses in the clean energy and trades sector. Regional employers see the opportunity for growth, but the lack of skilled workforce inhibits any potential growth.

Education and Childcare

The Education industry is faced with supply gap challenges. Annual openings for Elementary School Teachers are at 49, while annual completions are at 17. This leaves a supply gap of -32. Similar numbers are seen throughout Education priority occupations.

Growing occupations from 2020-2030 (by # of annual openings)²:

Priority occupations (or occupations that fall under a priority industry) that show high or mid-level growth have been chosen and listed below. From the DER list of Long-Term Occupational Projections, it is important to note that occupations within the Culinary, Hospitality, and Management Industry are shown to be the fastest growing occupations over the 10-year period.

Culinary/Hospitality/Management

Fast Food and Counter Workers: 391
Waiters and Waitresses: 211
General and Operations Managers: 180
Restaurant Cooks: 175
Bookkeeping, Accounting, and Auditing Clerks: 97

Healthcare/Social Assistance

Home Health and Personal Care Aides: 382
Nursing Assistants: 116
Registered Nurses: 80

Clean Energy/Trades

Constructions Laborers: 87
Maintenance and Repair Workers: 81
Electricians: 80

Education

Teaching Assistants except Postsecondary: 59
Childcare Workers: 45

Manufacturing/Engineering

Inspectors, Testers, Sorters, Samplers and Weighers: 17
Industrial Engineers: 14

² Massachusetts Department of Economic Research Labor Market Information. *Long Term Occupational Projections, Most Job Openings*. Berkshire County WDA.

Top occupations facing the most significant employee shortages:

The following table lists the occupations with the most significant projected supply gaps. It is important to note that data presented through the DER Regional Occupation Explorer does not include certain elements that contribute to local supply included: unemployed individuals that most recently worked in the occupation; labor force folks with skills or qualifications currently employed in a different occupation; completions from CTE, apprenticeship, or workforce training programs offered outside post-secondary institutions; commuters from neighboring regions.

Occupation	Supply Gap
Fast Food and Counter Workers	-391
Home Health and Personal Care Aides	-382
Retail Salespersons	-327
Cashiers	-239
Waiters and Waitresses	-211
Cooks, Restaurants	-174
General and Operations Managers	-156

Noteworthy priority occupations that have significant projected supply gaps are listed below:

Registered Nurses: This 5-star occupation consists of 1,600 regional workers. With 90 annual openings and just 39 annual completions, the region is left seeing a shortage of 41 workers.

Elementary School Teachers: There are 700 Elementary School Teachers in the region. This 4-star occupation sees 49 annual openings, with 17 annual completions. This leaves the region with a shortage of 32 teachers.

General and Operations Managers: With 1,700 employed in this 5-star occupational category, it is a high demand occupation. From DER regional data, annual openings total to 180, while annual completions total 24. This leaves the region with a supply gap of 156.

Occupations that offer a “career pathway” for workers to move to higher skills and wages, especially workers starting at entry-level:

Occupational career pathways in the region have been largely established in the Healthcare, Culinary, and Education sectors. Throughout the region there are training and educational programs for entry-level jobs with opportunities to upskill, advance, and receive a higher wage. It is the goal of the Berkshire Workforce Board to develop career pathway visualizations which incorporate all of the selected priority occupations.

Home Health and Personal Care Aides, Nursing Assistants, and Medical Assistants: These are essential entry-level positions that offer workers the opportunity to move along a career pathway in the Healthcare industry. The median annual salary for Home Health and Personal Care Aides in Berkshire County is \$35,772 and requires a high school diploma or equivalent.

Food Prep Workers: Food preparation workers is occupation that requires less than a high school diploma. It is an entry-level occupation that can advance to higher paying positions. Throughout the region, training and educational programs are offered to upskill these culinary workers and may provide opportunities to advance to food service managers, chefs, and head chefs.

Child Care Workers: An entry-level occupation in the Education industry. Opportunities for educational advancement include Early Childhood Education certifications, associate and bachelor's degrees in education. Occupations in this pathway include Preschool Teachers, Teacher Aides, Elementary, Secondary, and Special Education Teachers. The median annual salary for a child care worker in Berkshire County is \$35,283.

“High demand” occupation list that is a focus for future pipeline programming, investments, and talent expansion strategies across systems:

- Registered Nurses
- Social Workers
- Dental Hygienists
- Machinists
- Childcare Workers
- Paraprofessionals
- HVAC
- EMTs
- Electricians

Workforce Supply

The region’s existing pipelines of new workers (credentials) across public and private secondary and post-secondary institutions:

There are several post-secondary institutions in the region that support the region’s pipeline of new workers. **Massachusetts College of Liberal Arts (MCLA)** is a public, four-year college in Northern Berkshire County with a 2022 undergraduate enrollment of 838 students and 79 graduate students. Master’s programs offered include Master of Business Administration and Master of Education directly addressing occupational gaps in priority industries. The majors with the highest graduation rate include Psychology (39), Business, Management, Marketing (38). The majors with the lowest graduation rate include Physical Sciences (3) and Philosophy (1). In 2023, MCLA launched the region’s first Bachelor of Science in Nursing program.

Williams College is a private four-year liberal arts college with a 2022 undergraduate enrollment of 2,129 students and graduate enrollment of 52 students. Williams College is also located in Northern Berkshire county. The majors with highest graduation rate include Economics (108), Mathematics (56), and Biology (55). The majors with lowest graduation rate include Astronomy/ Astrophysics (3), Foreign Language (6), Theatre (5).

Berkshire Community College (BCC) is the only public community college in the region, located in central Berkshire County. As of Fall 2022, enrollment was 1,367. The majors with highest graduation rate include Health Professions (71) and Business, Management, Marketing (26). The majors with lowest graduation rate include Computer & Information Sciences (2) and Engineering (1). BCC offers more than 50 academic programs which are either one or two years programs, and provides students the to transfer to a four-year school for further advancement.

In addition, BCC offers workforce trainings in healthcare, social services, hospitality, manufacturing, engineering, education, IT, business and more. BCC has based their workforce development division around the Berkshire Workforce Blueprint to meet the industry and occupational needs of the region by preparing students for new careers and entrance immediately into the workforce. Credited and certificate programs include:

- Dental Hygiene (A.S)
- Respiratory Care (A.S)
- Networking and Cybersecurity (A.S)
- Fire Science (A.S)
- Cannabis Industry Certificate
- Mechatronics (A.S)
- Practical Nursing Certificate
- Associate Degree in Nursing (A.S)
- Paraprofessional and Teaching Assistant
- Medical Coding Certificate
- Addiction Recovery Assistant Certificate
- Early Childhood Education (A.S)
- Technical Theatre Certificate

BCC also offers non-credited Workforce Development trainings and include:

- Certified Nursing Assistant
- Certified Phlebotomy Technician
- Medical Interpreter Training
- Community Health Worker Training
- Hospitality, Culinary and Service Management
- Excellence in Service Training

With proposed 2024 non-credit workforce programs including:

- Wastewater Licensing (Grade 1 and 2)
- CDL Driver Training with MassHire Career Center and United Tractor Trailer
- EMT training
- Paraprofessional Training
- Recovery Coach
- Registered Behavioral Technician
- Introduction to Health Care
- Community Interpreter
- Mental Health First Aid
- Self-Care for Mental Health Workers

Bard College at Simon's Rock is a private four-year liberal arts college in Southern Berkshire County. As of Fall 2022, enrollment consisted of 300 full-time students. The majors with the highest graduation rate include Associate's in Liberal Arts & Sciences (91) and Pre-engineering (7). The majors with the lowest graduation rate include Visual/Performing Arts (2) and Literature (3).

McCann Technical School is based in Northern Berkshire County and offers 5 post-secondary education courses:

- Cosmetology
- Dental Assisting
- Medical Assisting
- Surgical Technology
- Practical Nursing

In addition, adult evening courses are offered and include:

- Gould Construction Institute Plumbing course
- 600 Hour Journeyman Electrician course
- 150 Hour Master Electrician program
- 15 Hour Electrical Code Update
- 6 Hour Electrical Continuing Education

The region offers a wide range of programming for **Adult Basic Education and ESOL** and are provided by the following organizations:

- Northern Berkshire ABE Program
- Pittsfield Adult Learning Center
- Adult Learning Program
- Literacy Network of South Berkshire
- Literacy Volunteers of Berkshire County
- BCC Adult ESOL Program

Of the four colleges in Berkshire County, graduate retention rates are the highest for MCLA and BCC. Trends have shown that most Williams College and Bard College graduates leave the area post-graduation, but college internship programs have been beneficial in exposing students to the businesses and opportunities available in Berkshire County. One notable internship program that has been highlighting the workforce opportunities available to young students since 2018 is **Lever’s Berkshire Interns** program.

Supporting the Future Workforce:

Career/Vocational Technical Education

Berkshire County has two vocational schools offering Career Technical Education (CTE) programs: McCann Technical School located in Northern Berkshire County and Taconic High School located in Central Berkshire County. Additionally, Monument Mountain located in Southern Berkshire County has begun to expand their CTE programming.

McCann Tech	Taconic	Monument Mountain
Advanced Manufacturing Technology	Advanced Manufacturing	Automotive Technology
Automotive	Auto Refinishing and Repair	Carpentry/Construction
Business Technology	Automotive Technology	Early Childhood
Carpentry	Business Technology	Horticulture
Computer Assisted Design	Carpentry	
Culinary Arts	Cosmetology	
Electricity	Culinary	
Information Technology	Early Education and Care	
Metal Fabrication	Electricity	
	Health Technology	
	Horticulture	
	Information Support Services and Networking	
	Metal Fabrication & Joining Technologies	

Innovation College & Career Pathways

The Berkshire Workforce Board maintains partnerships with every public school district in the region. The following Innovation College & Career Pathways have received DESE designation and align with the region's critical sectors and occupations. Innovation Career Pathways are designed to give students coursework and experience in a specific high-demand industry and create strong partnerships with employers to expose students to career options and help them develop knowledge and skills related to their chosen field of study before they graduate high school.

- **Hoosac Valley High School / Hoosac Valley School District**
Environmental Science & Healthcare / Social Assistance
- **Lenox Memorial High School / Lenox Public Schools**
Business/Finance & Healthcare / Social Assistance
- **Monument Mt. Regional High School / Berkshire Hills Regional**
Business/Finance, Healthcare / Social Assistance & Advanced Manufacturing
- **Mt. Everett Regional High School / Southern Berkshire Regional**
Advanced Manufacturing & Information Technology
- **Pittsfield High School (2024 designation)**
Business / Finance & Advanced Manufacturing

Connecting Activities and YouthWorks

Connecting Activities (CA) is a Department of Elementary and Secondary Education initiative that leverages a statewide infrastructure to support college and career readiness for all students. The CA line item in the state budget, establishes public-private partnerships through the 16 local MassHire Workforce Boards to connect schools and businesses. The initiative provides structured work-based learning experiences and career awareness and exploration opportunities for all students that support both their academic and employability skill attainment. Below are the 2023 and 2024 numbers for Connecting Activities internships:

2023-2024 School Year Critical Sector Internships (FY24) – 218 internships

Numbers do not reflect final numbers as sector placement is currently in progress

Industry sector	Number of Interns
Healthcare	10
Human Services	6
Hospitality & Tourism	18
Advanced Manufacturing	2
Business/Finance	7
Construction/Building Trades	6
Education/Childcare	100

2022-2023 School Year Critical Sector Internships (FY23) – 419 total internships

Industry sector	Number of Interns
Healthcare	22
Human Services	33
Hospitality & Tourism	27
Advanced Manufacturing	42
Business/Finance	10
Construction/Building Trades	45
Education/Childcare	142

YouthWorks is a subsidized employment program designed to provide low-income teens and young adults, 14 – 25 years of age with their first employment experiences, work readiness training, and the skills to find and keep an unsubsidized job. Youth Works aims to reduce juvenile delinquency and youth and young adult homelessness through employment, education, and career readiness skills. Youth Works is a state-funded youth employment program that helps teens and young adults gain the skills and experience needed to find and keep jobs and begin to design a path toward sustained success. The MassHire Berkshire Career Center and Berkshire Workforce Board make every effort annually to recruit employers who represent the region’s critical sectors to host youth for career immersive experiences in both state and locally funded Youth Works programs. The internship numbers referenced above include locally supported Youth Works internships.

The top three broad labor supply challenges for the region’s priority occupations and career pathways identified in prior section:

- 1. Barriers to employment:** This includes childcare, transportation, and other life factors that prevent individuals from participating in the workforce.
- 2. Low youth population:** The youth population is very low, especially when compared to an aging workforce. The region is simply lacking the population to make up for the loss in workforce due to retirement.
- 3. Limited Language Proficiency:** There is a substantial segment of the population that is willing and ready to work but faces barriers due to limited language proficiency. This is especially seen among the new population of immigrants and refugees arriving to the region.

III. Criteria for Priority Industries and Occupations

Region 1 has developed several foundational criteria to prioritize industries and occupations, including existing job openings, jobs with low barriers to entry, jobs that lead to career pathways, and occupations with high demand (current openings, short/long term projections, and self-sustaining wages).

State Criteria	Regional Criteria
High employer demand	Supply gap (more openings than qualified)
High demand and high wage (4-5 star occupations)	High growth, high wage occupations (4-5 star occupations)
Talent gaps (ratio of supply to demand)	Supportive employers (job growth, wages, benefits)
Career Pathways	Career Pathways
	Aligned with economic development strategies

Priority Industries and Occupations:

Healthcare and Social Assistance (62)

As the largest and fastest growing industry in the Berkshires, Health Care and Social Assistance is vital to the Berkshire economy. Healthcare and Social Assistance is the number one industry in Berkshire County with over 12,000 employees in the field. The average earnings per job is \$73,617. Although data shows there is an excess supply over demand, there is still a great need for educated and trained individuals to fill open positions. Healthcare and Social Assistance continues to be a growing industry and offers a strong career pathway for workers in entry-level positions. The below table lists priority occupations, education required, 2022 median annual salary, and percentage of growth between 2020 and 2030. (Note: Occupations with ** are designated as Priority by MassTalent Initiatives. Occupations with * are designated as Aligned by MassTalent Initiatives.)

SOC code	Priority Occupation	Growth	Education	Median Salary
31-1120	Home Health and Personal Care Aides*	14.89%	HS diploma	\$36,591
31-9092	Medical Assistants*	6.75%	PS non-degree	\$39,206
31-1131	Nursing Assistants**	3.01%	PS non-degree	\$37,385
29-2061	Licensed Practical Nurses**	2.28%	PS non-degree	\$61,700
31-9092	Registered Nurses**	3.37%	Bachelor's	\$88,710
21-1094	Community Health Workers*		PS non-degree	\$47,386
21-1020	Social Workers**	7%	Master's	\$61,329
29-2042	Emergency Medical Technicians*	1.83%	PS non-degree	\$42,906
31-9097	Phlebotomists*		PS non-degree	\$44,599
29-2034	Radiologic Technicians*	2.83%	PS /Associate's	\$76,424
29-2072	Medical Records Specialist*		PS non-degree	\$56,948
29-1292	Dental Hygienists*		Associate's	\$82,992

Advanced Manufacturing and Engineering (32)

Manufacturing is one of the Region's top five largest industries. It is aligned with the Region's economic development plan, offers career pathways, and includes high growth/wage occupations. This industry alone has generated over \$301 million in regional earnings during 2022. Retirement risk in this industry is very high, creating a high demand for workers. The below table lists priority occupations, education required, 2022 median annual salary, and percentage of growth between 2020 and 2030. (Note: Occupations with ** are designated as Priority by MassTalent Initiatives. Occupations with * are designated as Aligned by MassTalent Initiatives.)

SOC code	Priority Occupation	Growth	Education	Median Salary
51-4041	Machinists*	17.47%	HS diploma	\$54,643
49-9041	Industrial Machinery Mechanics**	19.62%	HS diploma	\$65,327
51-9096	Paper Goods Machine Setters, Operators and Tenders		HS diploma	\$37,723
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers**	-5.80%	HS diploma	\$47,417
17-2051	Civil Engineers		Bachelor's	\$83,449
17-2141	Mechanical Engineers**	-3%	Bachelor's	\$94,795
12-2112	Industrial Engineers*	18.75%	Bachelor's	\$94,439
17-2071	Electrical Engineers**		Bachelor's	\$97,832
12-2061	Computer Hardware Engineers*		Bachelor's	\$121,194

Hospitality, Culinary, and Management (72)

This industry is vital in supporting the Berkshire's Creative Economy. There are opportunities here for career pathway expansion, all which lead to higher pay and greater skill development. The Berkshires is a renowned cultural and natural destination with a high location quotient for Arts, Entertainment, and Recreation (2.39 in 2023) and Hotels and Accommodations (2.89 in 2023). Throughout the county there are a wide variety of resorts, hotels, cultural institutions, and outdoor recreation destinations. The below table lists priority occupations, education required, 2022 median annual salary, and percentage of growth between 2020 and 2030. (Note: Occupations with ** are designated as Priority by MassTalent Initiatives. Occupations with * are designated as Aligned by MassTalent Initiatives.)

SOC code	Priority Occupation	Growth	Education	Median Salary
35-2021	Food Preparation Workers	17.72%	None	\$34,781
35-1101	Chefs and Head Cooks	62.8%	HS diploma	\$57,552
11-9051	Food Service Managers	51.63%	HS diploma	\$69,252
11-1021	General and Operations Managers**	28.14%	Bachelor's	\$95,052
43-3031	Bookkeeping, Accounting and Auditing Clerks*	8.37%	Some college	\$47,808

Education and Childcare (61)

There is a growing need for workers in the Education and Childcare field, which can be seen in supply gaps among the selected industry occupations. Currently, Berkshire County educators have aligned program offerings to meet this need and are providing a career pathway to advance educators. Education places within the top 5 for largest industry in Berkshire County and is the second industry with the highest rate of projected growth. Childcare facilities are in greater demand and access to childcare is often a barrier for those looking to re-enter the workforce. The below table lists priority occupations, education required, 2022 median annual salary, and percentage of growth between 2020 and 2030. (Note: Occupations with ** are designated as Priority by MassTalent Initiatives. Occupations with * are designated as Aligned by MassTalent Initiatives.)

SOC code	Priority Occupation	Growth	Education	Median Salary
39-9011	Childcare Workers*	6.66%	HS diploma	\$35,283
25-2010	Preschool Teachers*	2.19%	Associate's	\$37,070
25-2020	Elementary/Middle Teachers	1.17%	Bachelor's	\$65,000-\$77,000
25-2030	Secondary Teachers	1.26%	Bachelor's	\$77,418
25-2050	Special Education	1.40%	Bachelor's	\$67,000-\$70,000
25-9045	Teaching Assistants, Except Postsecondary*	0.77%	Some college	\$36,683

Clean Energy and Trades (23)

With a projected growth in the Clean Energy sector, it is important for Berkshire County to highlight the current and future occupational demand in this industry. There is a supply gap of trades people which must be addressed to prepare the region for future growth in Clean Energy. In July 2023, MassCEC released the Massachusetts Clean Energy Workforce Needs Assessment. In the report, it was projected that Berkshire County will see an additional 500 new clean energy jobs added to the region by 2030. This rate of growth is significant at 31%. Various employers have already begun to expand their services into the Clean Energy field to strengthen clean energy services. This includes oil companies expanding to heat pump installations; auto services expanding their services to include EV and hybrid vehicles; and an increased number of contractors and electricians to support the electrification of the economy. Additionally, the following occupations have been identified to be at severe risk of bottleneck: Electricians, HVAC-R Mechanics and Installers, and Construction Laborers. The below table lists priority occupations, education required, 2022 median annual salary, and percentage of growth between 2020 and 2030. (Note: Occupations with ** are designated as Priority by MassTalent Initiatives. Occupations with * are designated as Aligned by MassTalent Initiatives.)

SOC code	Priority Occupation	Growth	Education	Median Salary
49-9071	Maintenance and Repair Workers**	29.76%	HS diploma	\$46,719
47-2061	Construction Laborers**	28.43%	None	\$49,779
49-9021	HVAC and Refrigeration Mechanics and Installers**	8.97%	PS non-degree	\$60,637
47-2031	Carpenters**	18.18%	HS diploma	\$58,283
47-2152	Electricians**	17.45%	HS diploma	\$73,796

47-2152	Plumbers, Pipefitters, and Steamfitters**	12.83%	HS diploma	\$74,658
53-3032	Heavy and Tractor-Trailer Truck Drivers	22.49%	HS diploma	\$52,950
49-3023	Automotive Service Technicians and Mechanics**	5.46%	HS diploma	\$47,766

Additional Critical Industries:

- Business and Finance (52)
- Creative Economy- Arts, Entertainment, and Recreation (71)
- Information Technology (51)

Assets and Gap Analysis

Credential Asset Mapping:

Please see Attachment A for credential asset mapping of priority occupations.

Non-Credential Asset Mapping:

Occupations in the Advanced Manufacturing sector do not typically require credentials from an accredited institution. MassHire Berkshire Workforce Board/regional vocational schools, Berkshire Innovation Center, and Berkshire Community College offer training programs in Advanced Manufacturing to equip underemployed and unemployed folks with the skills needed to work in the entry-level positions below. Most recently, the BIC has launched the Manufacturing Academy which aims to close the gap between local supply chain capabilities and the needs of larger manufacturers through ongoing education, training, and technology assistance.

Priority Occupation	SOC code
Machinists	51-4041
Industrial Machinery Mechanics	49-9041
Paper Goods Machine Setters, Operators and Tenders	51-9096
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061

Similarly, most occupations in the Hospitality and Culinary sector do not require formal certification but rely on experience and skillsets of employees. Berkshire Community College offers a Culinary Arts Certificate Apprenticeship Program, while Northern Berkshire Adult Education and McCann Tech offer a similar training to equip individuals with the skills needed to work in the industry and below positions:

Priority Occupation	SOC code
Food Preparation Workers	35-2021
Chefs and Head Cooks	35-1101
Food Service Managers	11-9051

Vision, Mission, Goals, Strategies and Outcomes

Regional Vision:

Berkshire County educational, workforce development, and economic development organizations will continue to collaborate and strategize to achieve common goals, and provide the region with opportunities for skill, wage, and career advancement.

Regional Mission:

To promote economic vitality in Berkshire County by implementing creative solutions for business, workforce, and community challenges through a demand-driven, integrated system.

Education

Our education partners will enhance the alignment of academic programs and curriculum to workforce and employer needs. We strive to promote accessibility to education and training while focusing on early career exploration, clearly defining career pathways, supporting internships and apprenticeships, and instilling a “why we work” culture into the Berkshires.

Workforce

Our workforce partners will provide a single-point of contact, easy-to-navigate workforce system for all stages of career development, supporting the needs of area employers and linking them directly to our resident workers. We will partner closely with education and economic development to implement a wide-range of customized workforce initiatives to meet the unique needs of the Berkshires.

Economic Development

Our Economic Development partners will support career pathways for Berkshire workers by ensuring the region provides training aligned with industry/employer needs, convening economic partners and the education/workforce communities, and committing that the employer community will provide high-quality job opportunities.

Workforce Strategy for Priority Occupations. Describe your *shared* goals, strategies and metrics for 2024 and 2025 for the prioritized occupations and career pathways in the region. Note that goals listed here should be ones that cannot be accomplished without participation of players from multiple entities and across two or three of the systems. **The Workforce Skills Cabinet will work with Team to support their work to achieve the goals for priority occupations below and review progress through quarterly reports on 2024 and 2025 targets.**

Priority Occupation	Regional Pipeline Strategy	Partners	2023 Annual Baseline Estimate # of New Entrants* to Occupation	TARGET: 2024 Goal for # of New Entrants to Occupation (Estimated) resulting from strategy	TARGET: 2025 Goal for # of New Entrants to Occupation (Estimated) resulting from strategy
Medical Assistant	Increase the baseline number of new Medical Assistants through training programs	Community Health Programs; Berkshire Health Systems; Lenox High School	15	40	44
Nursing Assistant	Increase the baseline number of new NAs and CNAs through training programs	BaneCare Management; Berkshire Health Systems; Integritus Healthcare; Taconic High School	40	80	80
Licensed Practical Nurse	Increase the baseline number of new Practice Assistants through training programs	McCann Technical School; Berkshire Health Systems; Berkshire Community College	40	45	50
Registered Nurse	Increase the baseline number of new RNs through training programs	Berkshire Community College; Massachusetts College of Liberal Arts;	39	45	50

		Berkshire Health Systems			
Phlebotomists	Increase the baseline number of new Phlebotomists through training programs	Berkshire Community College	14	20	25
Emergency Medical Technicians	Increase the baseline number of new EMTs through training programs	Berkshire Community College; Northern Berkshire EMS	0	15	25
Community Health Workers	Increase the baseline number of new Community Health Workers through training programs	Berkshire Community College	0	5	10
Electricians	Increase the baseline number of new Electricians through training programs	McCann Technical School; Berkshire Community College	0		10
Automotive Service Technicians	Increase the baseline number of new Auto Technicians through training programs	McCann Technical School; Taconic High School	0		10
HVAC Technicians	Increase the baseline number of new HVAC Technicians through training programs	McCann Technical School; Berkshire Community College	0		10
Teaching Assistants/Paraprofessionals	Increase the baseline number of new Paraprofessionals through training programs	Berkshire Community College	0	10	10
Childcare Workers	Increase the baseline number of new Childcare	Berkshire Community College	0	5	10

	Workers through training programs				
Heavy & Tractor Trailer Truck Drivers	Increase the baseline number of new Heavy and Tractor Trailer Truck Drivers through training programs	Berkshire Community College; MassHire Pittsfield Career Center	0	5	10
Food Preparation Workers	Increase the baseline number of new Food Preparation Workers through training programs	Berkshire Community College; McCann Tech	5	12	15
Machinists	Increase the baseline number of new Machinists through training programs	MassHire BWB; Berkshire Innovation Center; McCann Tech; Taconic High School	5	10	10

Shared Strategies

Continuous Communication:

The Berkshire Skills Cabinet team will convene on a quarterly basis. The Berkshire Workforce Board will be in constant communication with educational and training partners to maintain statistics on current training programs and certifications. We will evaluate the ways in which gaps are being filled, and how resources can be further utilized to address remaining gaps.

Shared Measurement System:

The Berkshire Skills Cabinet will use the following data points to measure progress and goal attainment:

- Engagement of area employers through number of discussions, contacts, and communications
- Number of individuals using the career center
- Number of trained/certified workers in priority occupations
- Supply gap ratio in priority occupations
- Average age in the manufacturing sector
- Number of training program/pipelines established in priority industries
- Total number of jobs in the priority industries

Other Shared Strategies:

- Continue to strengthen the spirit of collaboration among and between the different sectors.
- Continue to support the workers, employers, and residents of the Berkshires through high-quality education, a focus on economic growth, and support of personal improvement.
- Work collectively to establish best practices, share information, and work together to reach Blueprint goals.
- Improve business and organizational relationships throughout the county.

Mutually Reinforcing Activities

Education:

- The Berkshires has a strong Connecting Activities program whereas 90% of High School graduates participate in career awareness, exploration, and immersion activities. Our goal is to expand college and career readiness programming into middle schools by 15% and into elementary schools by 5%.
- Establish regular meetings with vocational-technical providers to guide programming and connect with key partners in industry, workforce development, and economic development. Capitalize on strengthening their career pathway opportunities and advisory councils with business leaders.

- Launch and expand Career Technical Initiative (CTI) programs at regional schools.
- Strengthen training and education opportunities for ESOL population.
- Increase awareness of the Advanced Manufacturing industry and promote opportunities and career pathways.
- Expand on-campus visits by Berkshire County employers to local schools and colleges.
- Expand local college internship programming.

Workforce Development:

- Develop, coordinate, and integrate common industry demand assessment tools to track changes in industry needs and connect to job seekers.
- Engage regional colleges around engineering training and pathways from high school STEM classes to internships, apprenticeships, and jobs.
- Continue to collect and analyze employer needs and communicate with partners.
- Expand development of and marketing for career pathways to inform potential entrants about opportunities.
- Establish a top-notch hospitality sector training program that makes Berkshire County known for service and high-quality experiences.
- Increase the number of grant applications to the state for funding related to internship and apprenticeships.
- Increase number of internships, on-the-job training programs, and apprenticeship opportunities in priority industries and occupations.
- Leverage resources to address training gaps.
- Increase short term certificate programs with partners that address non-credit and stackable credentials (healthcare and hospitality sectors).
- Increase soft skills training.
- Develop career pathway and clinical ladder models.

Economic Development:

The Berkshire Region has always seen strong collaboration among our regional partners. The Regional Workforce Blueprint aligns with economic development plans laid out by our two strongest regional partners: 1Berkshire (Berkshire Blueprint 2.0) and Berkshire Regional Planning Commission (Comprehensive Economic Development Strategy (CEDS)). Partnerships with the Berkshire Innovation Center including the “Innovation Lives in the Berkshires” campaign have also leveraged opportunity in the Advanced Manufacturing sector.

- Partners will maintain a task force to make improvements to employee retention in the community including improved transportation, housing options, young professional networking opportunities, and other initiatives to make the Berkshires a viable location for all people to live.
- Strengthen communication among workforce and economic development partners to better align goals and execution of shared strategies.
- Refer businesses to the MassHire Berkshire Career Center and Workforce Board for job postings, employer services, training and upskilling needs.

Conclusion

The Berkshires is a unique region where collaboration among organizations is key to success. Relationships among organizations up and down the county have proven to be strong and interconnected. Moving forward, education, workforce development, and economic development partners will continue to move the needle and make strides to achieve regional goals. To do this, outreach and marketing will need to be top priority. Awareness of career opportunities in the Berkshires, in addition to training and pathway opportunities is essential. The Berkshire Skills Cabinet will continue to meet to discuss the changing landscape of workforce in the Berkshires and identify opportunities to leverage assets and funds to meet regional goals and priorities.

Credential Asset Mapping Tool – Engineering

Occupation	<i>List the occupation the credential is for, including the SOC code.</i>	17-2051 Civil Engineers 17-2141 Mechanical Engineers 17-2112 Industrial Engineers 17-2071 Electrical Engineers 17-2061 Computer Hardware Engineers
Type of Credential & Title of Credential	<i>List the type of credential (e.g. Certificate, Degree, Certification, License, or Apprenticeship Certification)</i>	Bachelor's Degree Four years of apprenticeship/practical experience State licensure
Credential Provider	<i>List all training/ education providers that provide this credential in your region. For each provider, list the average number of individuals receiving the credential per year.</i>	Berkshire Community College: (2022 – 7 graduates) A.S. Engineering, 75 credits A.S. Mechatronics, 60 credits
Integrated/ Accelerated	<i>Is the training integrated with work experience and/or accelerated for adult learners? If no, how to basic learners matriculate?</i>	Two-year program offered and accredited for transfer to a four-year college to complete a Bachelor's degree.
Online/ Classroom/ Work-based	<i>Describe education environment and instructional methods.</i>	Classroom Hands-on laboratory
Pell-eligible?	<i>Is the program Pell-eligible?</i>	Yes
Fee?	<i>What are the fees?</i>	Fees set by BCC Board of Trustees
Employer-validated?	<i>Is the credential validated by local employers? If so, describe.</i>	Employers align and validate curriculum and recognize the credentials
Stackable?	<i>Is the credential stackable with other certificates? If so, describe.</i>	Yes, stackable with other certificates, may not transfer to college credit
Portable?	<i>Are the credentials portable to other states/ industries? If so, describe.</i>	Yes, portable but acceptance may vary by employer
Credit/ Non-Credit?	<i>Are they credit or non-credit?</i>	Credit
Gaps?	<i>Are there gaps in the pipeline for this occupation that require new strategies in the blueprint?</i>	Occupational grouping requires ongoing alignment to reflect changing industry standards and requirements.

Credential Asset Mapping Tool – Advanced Manufacturing

Occupation	<i>List the occupation the credential is for, including the SOC code.</i>	51-4041 – Machinists 49-9041 – Industrial Machinery Mechanics 51-9196 – Paper Goods Machine Setters, Operators and Tenders 51-9061 – Inspectors, Testers, Sorters, Samplers, and Weighers
Type of Credential & Title of Credential	<i>List the type of credential (e.g. Certificate, Degree, Certification, License, or Apprenticeship Certification)</i>	Certificate Locally Recognized Certificate
Credential Provider	<i>List all training/ education providers that provide this credential in your region. For each provider, list the average number of individuals receiving the credential per year.</i>	Berkshire Community College: Advanced Manufacturing Technician Certificate, 28 credits: (N/A) MassHire/ McCann Tech/ Taconic High School: Intro to Advanced Manufacturing training: (2023 – 4)
Integrated/ Accelerated	<i>Is the training integrated with work experience and/or accelerated for adult learners? If no, how to basic learners matriculate?</i>	Accelerated for adult learners/evening program. On-the-job training potentially available after intro training. Hands-on training provided. May have internship component.
Online/ Classroom/ Work-based	<i>Describe education environment and instructional methods.</i>	Classroom Hands-on laboratory
Pell-eligible?	<i>Is the program Pell-eligible?</i>	Yes –Certificate course No- Intro to training course
Fee?	<i>What are the fees?</i>	Fees set by BCC Board of Trustees No fees for locally recognized certificate
Employer-validated?	<i>Is the credential validated by local employers? If so, describe.</i>	Employers align and validate curriculum and recognize the credentials.
Stackable?	<i>Is the credential stackable with other certificates? If so, describe.</i>	Yes, stackable with other certificates, may not transfer to college credit. Intro training is non-credential
Portable?	<i>Are the credentials portable to other states/ industries? If so, describe.</i>	Yes, portable but acceptance may vary by employer.
Credit/ Non-Credit?	<i>Are they credit or non-credit?</i>	Credit – Certificate Non-credit – Intro training
Gaps?	<i>Are there gaps in the pipeline for this occupation that require new strategies in the blueprint?</i>	Occupational grouping requires ongoing alignment to reflect changing industry standards and requirements. Limits in offering based on availability of grant funding.

Credential Asset Mapping Tool – Hospitality, Culinary & Management

Occupation	<i>List the occupation the credential is for, including the SOC code.</i>	35-2021 Food Preparation Workers 35-1011 Chefs and Head Cooks 11-9051 Food Service Managers 11-1021 General & Operations Managers 43-3031 Bookkeeping, Accounting, and Auditing Clerks
Type of Credential & Title of Credential	<i>List the type of credential (e.g. Certificate, Degree, Certification, License, or Apprenticeship Certification)</i>	Associate Degree Bachelor of Science in Business Administration Certificate of Completion Locally Recognized Certificate
Credential Provider	<i>List all training/ education providers that provide this credential in your region. For each provider, list the average number of individuals receiving the credential per year.</i>	Berkshire Community College: A.A. Business Administration, 60 credits: (2022 – 26) Massachusetts College of Liberal Arts: B.S. Business Administration, 120 credits: (2022 – 38) M.S. Business Administration, 30 credits: (2022 – 8) Berkshire Community College: Culinary Arts Certificate, 27 credits: (2023/2024 – 11) McCann Tech/Northern Berkshire Adult Education: Culinary Arts program, non-credit: (2023-2024 – 10)
Integrated/ Accelerated	<i>Is the training integrated with work experience and/or accelerated for adult learners? If no, how to basic learners matriculate?</i>	Hands-on training provided. On-the-Job Training. MCLA MBA accelerated for adult learners.
Online/ Classroom/ Work-based	<i>Describe education environment and instructional methods.</i>	Classroom Hands on experience and on-the-job training Hybrid
Pell-eligible?	<i>Is the program Pell-eligible?</i>	Yes – credit programs. No – non-credit programs.
Fee?	<i>What are the fees?</i>	Fees set by BCC Board of Trustees State college tuition/fees No fees for locally recognized certificates
Employer-validated?	<i>Is the credential validated by local employers? If so, describe.</i>	Employers/educators align and validate curriculum and recognize the non-credit programs.
Stackable?	<i>Is the credential stackable with other certificates? If so, describe.</i>	Yes, stackable with other certificates, may not transfer to college credit.
Portable?	<i>Are the credentials portable to other states/ industries? If so, describe.</i>	Yes, portable but acceptance may vary by educator/employer.
Credit/ Non-Credit?	<i>Are they credit or non-credit?</i>	Credit – Certificate, Associate’s, Bachelor’s, and Master’s Degree Non-credit – locally recognized certificate
Gaps?	<i>Are there gaps in the pipeline for this occupation that require new strategies in the blueprint?</i>	None noted.

Credential Asset Mapping Tool – Health Care & Social Assistance

Occupation	<i>List the occupation the credential is for, including the SOC code.</i>	31-1120 Home Health & Personal Care Aides 31-9092 Medical Assistants 31-1131 Nursing Assistants 29-2061 Licensed Practical Nurses 31-9092 Registered Nurses 21-1094 Community Health Workers 21-1020 Social Workers 29-2042 Emergency Medical Technicians 31-9097 Phlebotomists 29-2034 Radiologic Technicians 29-2072 Medical Records Specialist
Type of Credential & Title of Credential	<i>List the type of credential (e.g. Certificate, Degree, Certification, License, or Apprenticeship Certification)</i>	Bachelor’s of Science in Nursing Bachelor’s of Science in Health Sciences Associate Degree Certificate of Completion Locally Recognized Certificate
Credential Provider	<i>List all training/ education providers that provide this credential in your region. For each provider, list the average number of individuals receiving the credential per year.</i>	Massachusetts College of Liberal Arts: B.S. Nursing, 120 credits: (N/A: Launched Fall 2023) Berkshire Community College: Community Health Worker, non-credit: (2023-2024 – 16) Phlebotomy Technician Certificate, non-credit: (2023-2024 – 34) Health Information Management Certificate, 22 credits: (N/A) A.S. Social Work, 62 credits: (N/A) A.S. Nursing (2022 – 54; 2023 – 59; 2024 – 54) McCann Tech Surgical Technology, non-credit: (2023 – 1) Dental Assisting, non-credit: (2023 – 5) Medical Assisting, non-credit: (2023 – 1) LPN/Practical Nursing, non-credit: (2023 – 24) MassHire/ Berkshire Health Systems: Nursing Assistant training, non-credit: (2023 – 50) MassHire/ Integritus Healthcare: Certified Nursing Assistant, non-credit: (2023 – 37)
Integrated/ Accelerated	<i>Is the training integrated with work experience and/or accelerated for adult learners? If no, how to basic learners matriculate?</i>	Hands-on training provided May have internship component – clinical hours and/or field work
Online/ Classroom/ Work-based	<i>Describe education environment and instructional methods.</i>	Classroom Hands-on laboratory
Pell-eligible?	<i>Is the program Pell-eligible?</i>	Yes – degrees and certificates. No –non-credit programs.

Fee?	<i>What are the fees?</i>	Fees set by BCC Board of Trustees. Non-credit program fees vary by program length. MassHire programs are no-cost.
Employer-validated?	<i>Is the credential validated by local employers? If so, describe.</i>	Employers align and validate curriculum and recognize the credentials
Stackable?	<i>Is the credential stackable with other certificates? If so, describe.</i>	Yes, stackable with other certificates, may not transfer to college credit
Portable?	<i>Are the credentials portable to other states/ industries? If so, describe.</i>	Yes, portable but acceptance may vary by employer
Credit/ Non-Credit?	<i>Are they credit or non-credit?</i>	Credit – Associates Degree & Certificates Non-credit – locally recognized certificates and training programs
Gaps?	<i>Are there gaps in the pipeline for this occupation that require new strategies in the blueprint?</i>	There are gaps in Social Work and Dental Hygiene fields.

Credential Asset Mapping Tool – Education & Childcare

Occupation	<i>List the occupation the credential is for, including the SOC code.</i>	39-9011 Childcare Workers 25-2010 Preschool Teachers 25-2020 Elementary/Middle School Teachers 25-2030 Secondary Teachers 25-2050 Special Education 25-9042 Teaching Assistants, Preschool, Elementary, Middle, and Secondary School
Type of Credential & Title of Credential	<i>List the type of credential (e.g. Certificate, Degree, Certification, License, or Apprenticeship Certification)</i>	Associate Degree Bachelor’s of Science in Education Certificate of Completion Locally Recognized Certificate
Credential Provider	<i>List all training/ education providers that provide this credential in your region. For each provider, list the average number of individuals receiving the credential per year.</i>	Massachusetts College of Liberal Arts: Bachelors of Science in Education, 120 credits: (2022 – 10) Berkshire Community College: Early Childhood Education Intro Certificate, 16 credits Early Childhood Education Intermediate Certificate, 16 credits 2022 Total – 18 A.A. Early Childhood Education, 60 credits A.S. Early Childhood Education, 60 credits 2022 Total – 6 Paraprofessionals and Teaching Assistants – Associates to Bachelors in coordination with MCLA, launched 2024
Integrated/ Accelerated	<i>Is the training integrated with work experience and/or accelerated for adult learners? If no, how to basic learners matriculate?</i>	May have internship component – field work (required for all ECE/EDU courses)
Online/ Classroom/ Work-based	<i>Describe education environment and instructional methods.</i>	Classroom Professional development and on-the-job training all provided through school districts or Strong Start
Pell-eligible?	<i>Is the program Pell-eligible?</i>	Yes – degree and certificate completion
Fee?	<i>What are the fees?</i>	Fees set by BCC Board of Trustees and State college tuition/fees
Employer-validated?	<i>Is the credential validated by local employers? If so, describe.</i>	Employers align and validate curriculum and recognize the credentials
Stackable?	<i>Is the credential stackable with other certificates? If so, describe.</i>	Yes, stackable with other certificates
Portable?	<i>Are the credentials portable to other states/ industries? If so, describe.</i>	Yes, portable but acceptance may vary by district and state
Credit/ Non-Credit?	<i>Are they credit or non-credit?</i>	Credit – Bachelor’s Degree, Associates Degree & Certificate of Completion

Gaps?	<i>Are there gaps in the pipeline for this occupation that require new strategies in the blueprint?</i>	None noted.
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Credential Asset Mapping Tool – Clean Energy & Trades

Occupation	<i>List the occupation the credential is for, including the SOC code.</i>	47-2111 Electricians 47-2152 Plumbers, Pipefitters, and Steamfitters
Type of Credential & Title of Credential	<i>List the type of credential (e.g. Certificate, Degree, Certification, License, or Apprenticeship Certification)</i>	Certificate of Completion Locally Recognized Certificate
Credential Provider	<i>List all training/ education providers that provide this credential in your region. For each provider, list the average number of individuals receiving the credential per year.</i>	McCann Tech , Hosts evening classes for adults in the below topics: -Gould Construction Institute Plumbing course -600 Hour Journeyman Electrician course -150 Hour Master Electrician program -15 Hour Electrical Code Update -6 Hour Electrical Continuing Education
Integrated/ Accelerated	<i>Is the training integrated with work experience and/or accelerated for adult learners? If no, how to basic learners matriculate?</i>	May have apprenticeship component.
Online/ Classroom/ Work-based	<i>Describe education environment and instructional methods.</i>	Classroom
Pell-eligible?	<i>Is the program Pell-eligible?</i>	No
Fee?	<i>What are the fees?</i>	N/A
Employer-validated?	<i>Is the credential validated by local employers? If so, describe.</i>	State regulated
Stackable?	<i>Is the credential stackable with other certificates? If so, describe.</i>	Licensing contingent
Portable?	<i>Are the credentials portable to other states/ industries? If so, describe.</i>	Acceptance may vary by district and state
Credit/ Non-Credit?	<i>Are they credit or non-credit?</i>	Non-credit
Gaps?	<i>Are there gaps in the pipeline for this occupation that require new strategies in the blueprint?</i>	Training programs are needed to meet the needs of the growing industry and occupations.