



# Commonwealth of Massachusetts

## Workforce Skills Cabinet

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### Overview of Regional Planning Initiative



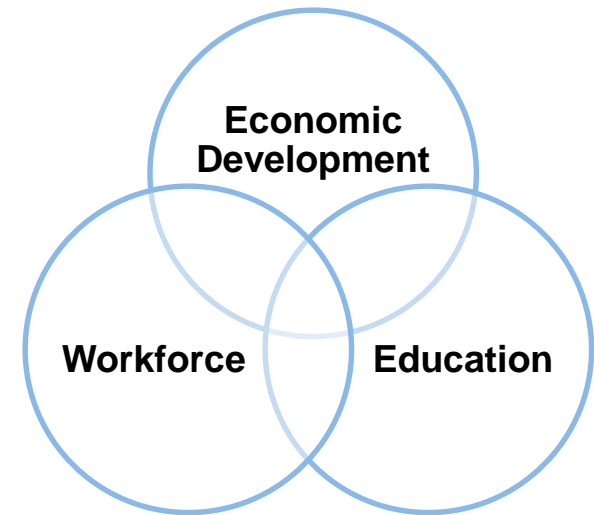
## What is the Workforce Skills Cabinet?

- Created by Governor's Executive Order 560
- Brings together the Executive Office of Education, Workforce Development, and Housing and Economic Development
- Tasked with **aligning education, economic development, and workforce development** systems across the state in order to **close the skills gap in Massachusetts**

### WSC ROLE

- **Solicit input** from individuals, businesses, and public, quasi-public, private and community-based organizations
- **Align state and regional policies and programs** to improve workforce skills, job readiness, vocational and other educational opportunities to meet the present and evolving needs of employers

### WSC STRUCTURE



# WSC State-Level Work To Date



## Align State Strategy and Resources

- *"Opportunities For All"* - Economic Development
- WIOA State Workforce Development Plan
- Public Higher Ed Facilities Capital Planning (*Ongoing*)
- Alignment of Adult Education System (*Ongoing*)
- Scale K-12 Career Pathways: *New Skills For Youth Initiative* (*Ongoing*)
- State Longitudinal Data Systems (*On going*)

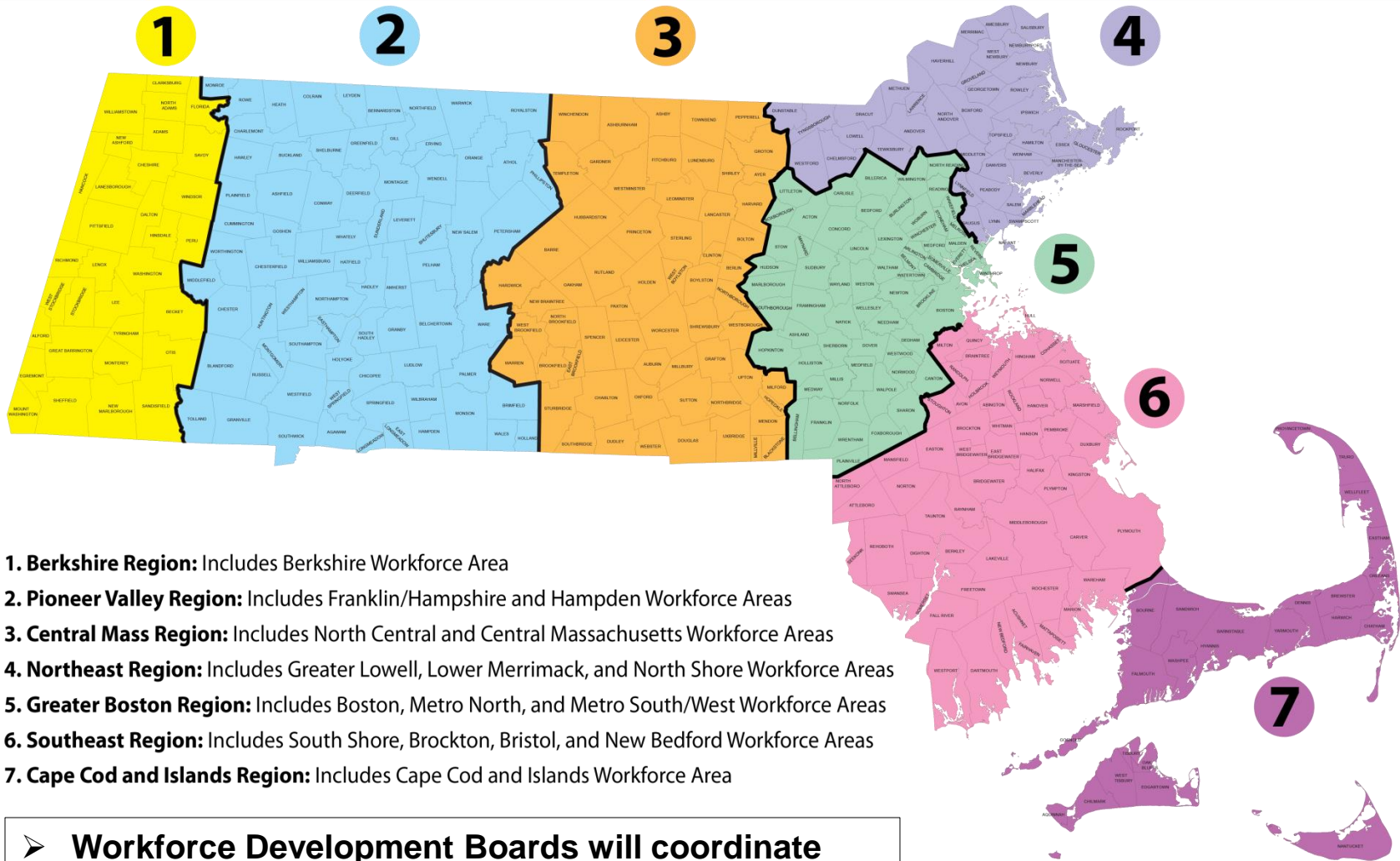
## Scale Industry-Aligned Models

- Governor's BizWorks Team
- Workforce Skills Capital Grants
- Workforce Pipeline Grants:
  - *Workforce Competitiveness Trust Fund*
  - *Advanced Manufacturing Training Program*

## Regional Workforce Skills Planning Initiative

**GOAL:**  
*Align strategy, resources and results with industry need in regions*

# How are we identifying/defining regions?



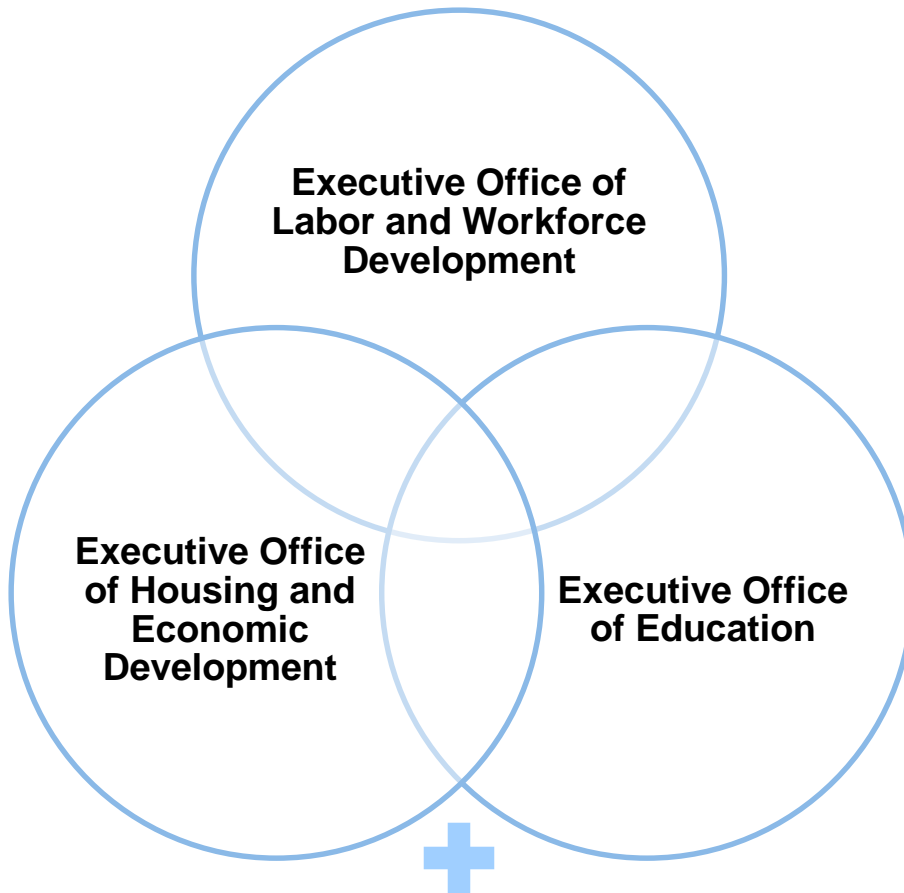
1. **Berkshire Region:** Includes Berkshire Workforce Area
2. **Pioneer Valley Region:** Includes Franklin/Hampshire and Hampden Workforce Areas
3. **Central Mass Region:** Includes North Central and Central Massachusetts Workforce Areas
4. **Northeast Region:** Includes Greater Lowell, Lower Merrimack, and North Shore Workforce Areas
5. **Greater Boston Region:** Includes Boston, Metro North, and Metro South/West Workforce Areas
6. **Southeast Region:** Includes South Shore, Brockton, Bristol, and New Bedford Workforce Areas
7. **Cape Cod and Islands Region:** Includes Cape Cod and Islands Workforce Area

➤ **Workforce Development Boards will coordinate Regional Planning Teams in 7 Regions**

# New State-Regional Structure

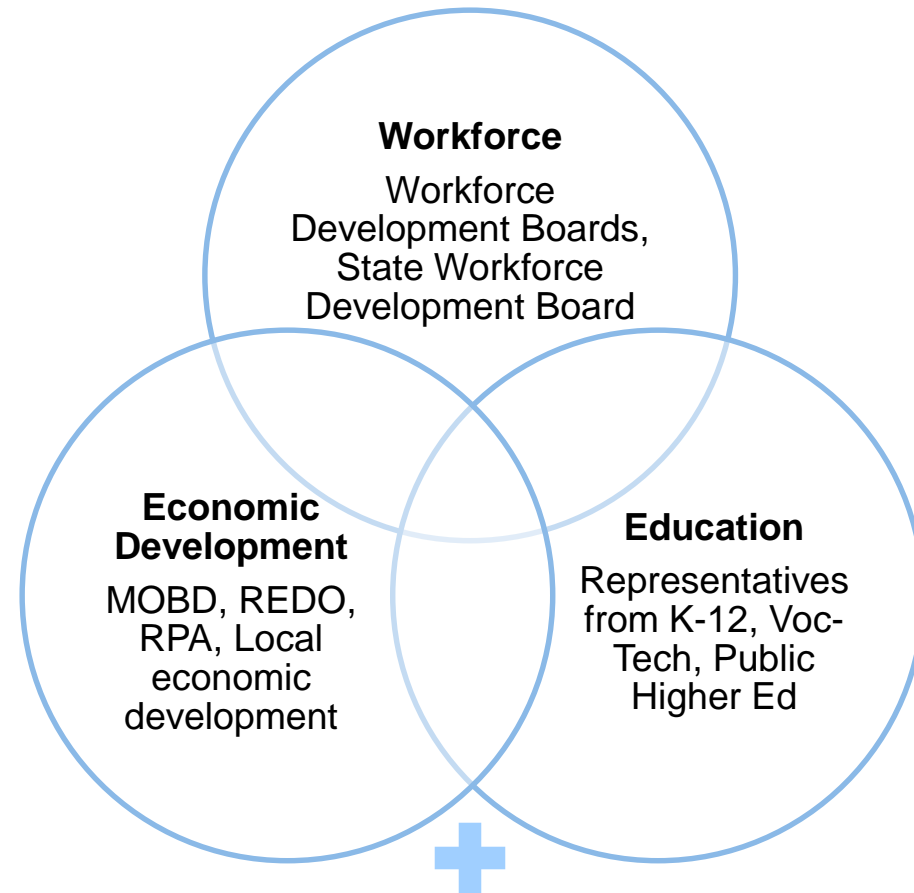


## Workforce Skills Cabinet



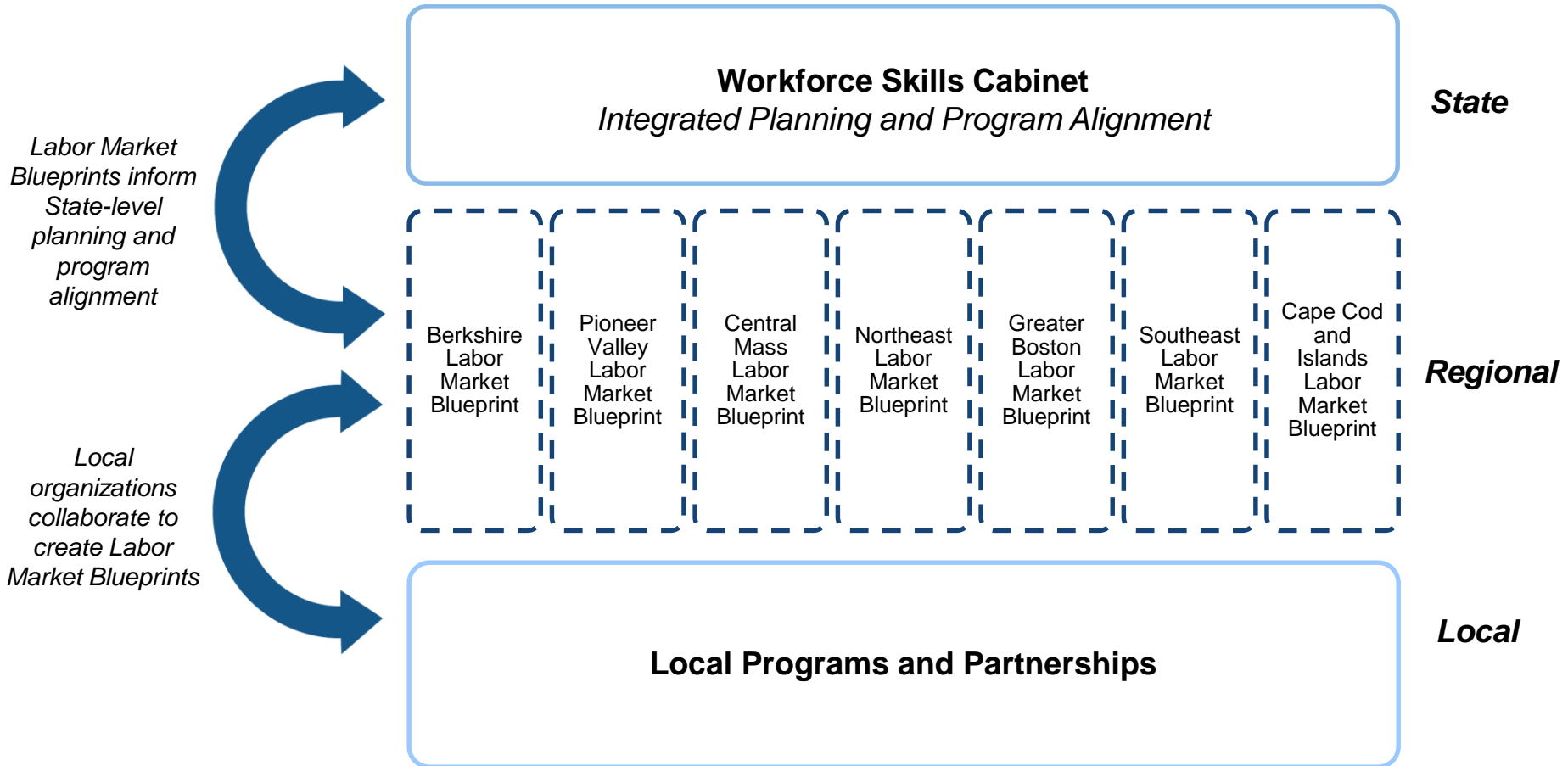
----- State-Level Stakeholder Engagement-----

## Regional Planning Team



----- Regional Stakeholder Engagement-----

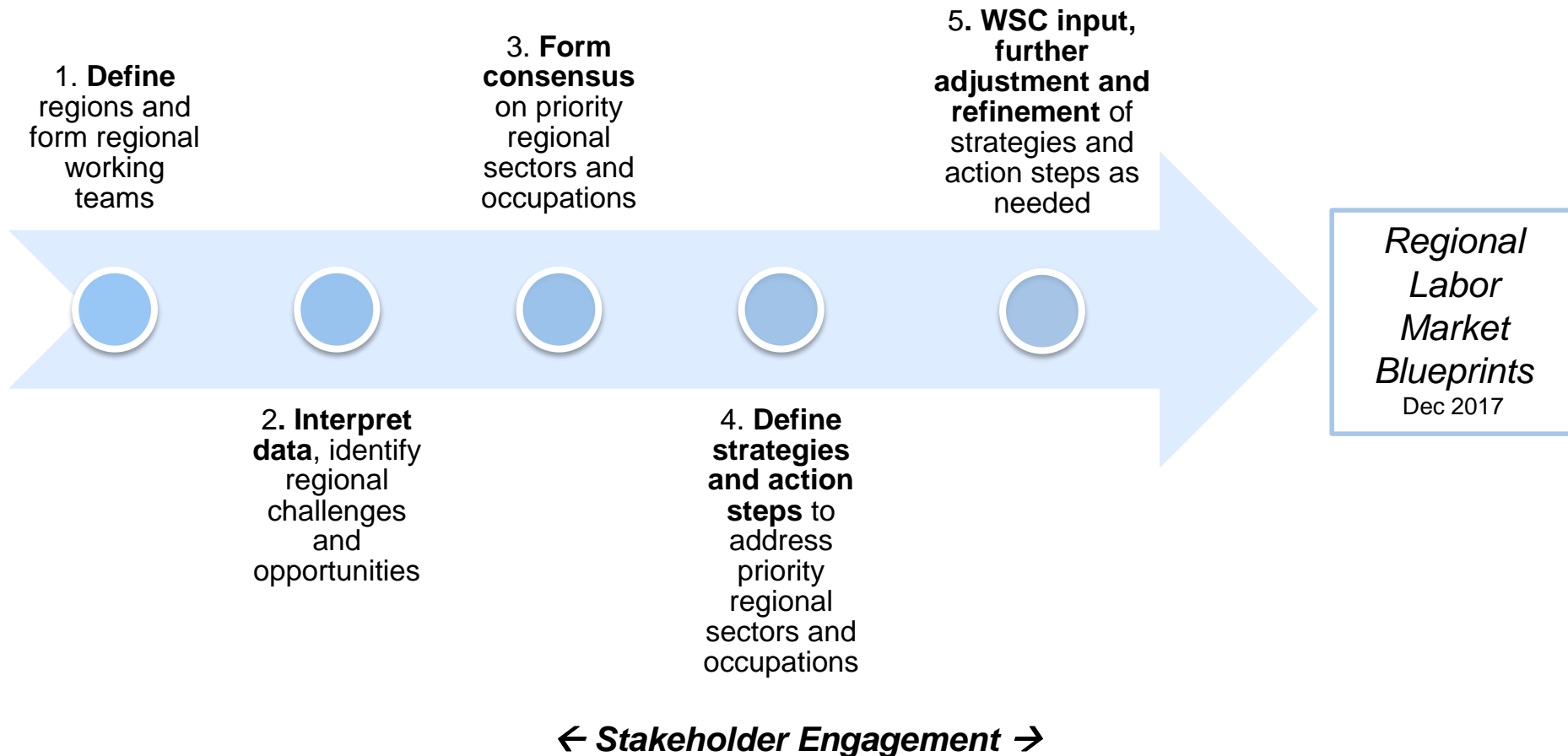
# Why is this important?



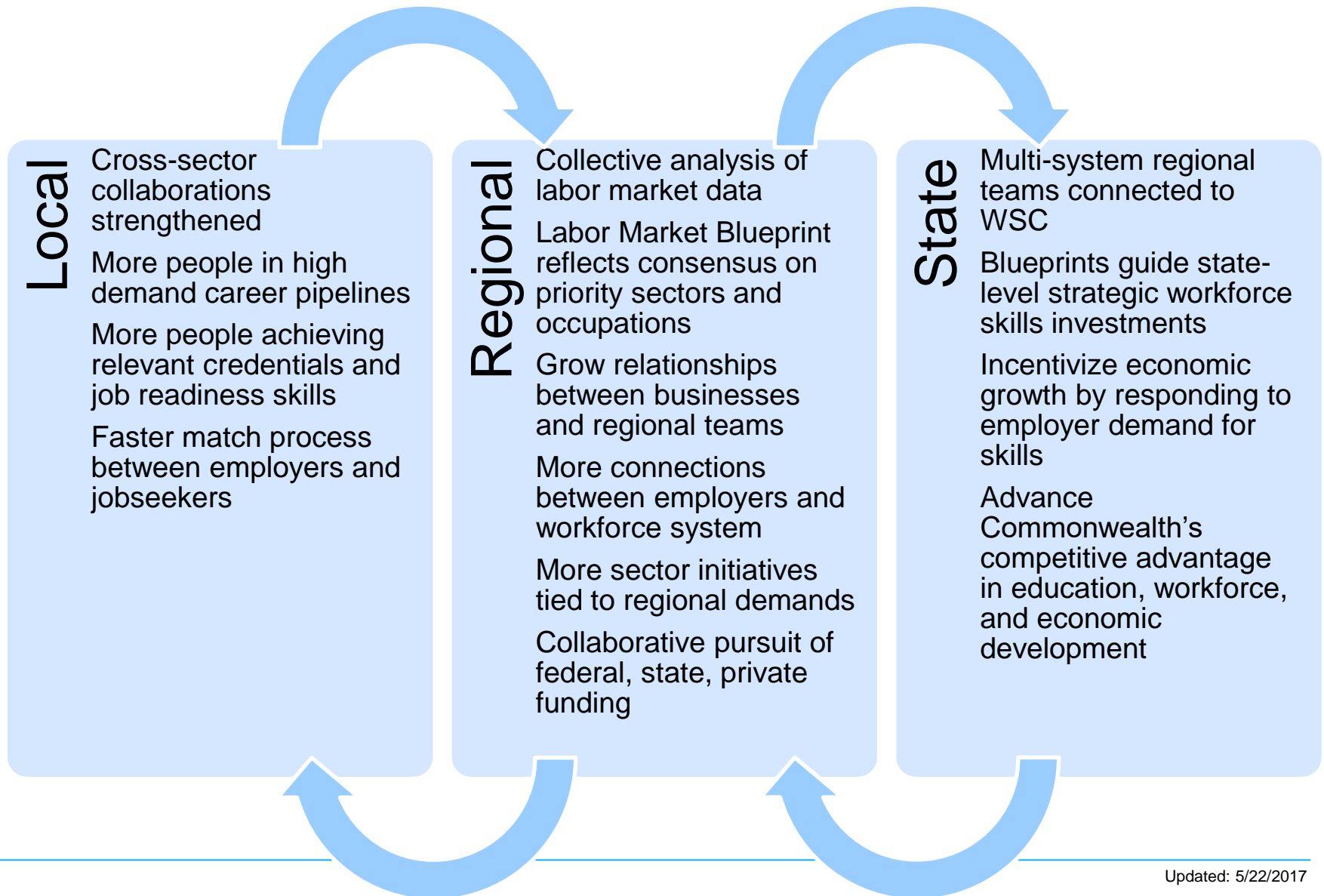


# What are we asking regions to do?

## *The Path to Regional Labor Market Blueprints: Core Regional Working Groups*



# What outcomes do we want to achieve?







# Blueprint Components

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## ANALYSIS\*

- ✓ Regional Industry Trends in Employment
- ✓ Demand Trends for Occupations (Across Industries)
  - Weighted Demand
  - Current Openings (HWOL)
  - Short/Long Term Projects
  - Star Ranked Occupations
- ✓ “Talent” Gap
  - Available workforce for priority occupations (UI claimants, graduates of Voc Tech, certificates, degrees)
  - Which occupations show the biggest gaps?
- ✓ Career Pathway Opportunities

## STRATEGIES

- ✓ Priority Industries/Occupations:
  - Consensus from Team on top 3-5 occupational pathways that need more workforce capacity
  - Asset map of existing credential pathways
- ✓ Concrete Strategies to Grow Talent Pipeline:
  - Increases “seat” capacity or graduates
  - Increase retention of existing graduates in region
  - Better matching of existing workers with jobs
  - Recruit workers from other areas
- ✓ Measures/ Shared Accountability for Regional Priority Pipelines

\*All data sources, analysis and initial occupational ranking tables are available through the data tool. The initial PPT packages for the region were organized into data “chapters” based on the needed analysis (e.g. industry profile, weighted demand, star ranking, career pathways etc.)



## Labor Market Information (LMI) Overview

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- Employers in our region have difficulty filling available openings.
- **Regional Teams** – representing education, workforce development, and economic development – are being asked to identify skill gaps in priority sectors and occupations in your region and prioritize solutions to these skill gap problems.
- We need to understand how occupations and industries stack up against each other given different sets of **criteria**. For example:
  - *Which jobs are plentiful and make up a large share of an industry or employer base?*
  - *Which jobs pay well, and have a low barrier to entry?*
  - *Where do employers have a hard time finding skilled workers?*
  - *Which jobs are critical to an emerging industry in our region?*
  - *Which jobs are part of a career pathway, allowing workers to graduate from a lower-skill, lower-pay job to a higher-skill, higher-pay job?*



## LMI Overview - Continue

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- Initial data packages and a data tool demonstrating different sets of criteria to frame each team's conversations around priority sectors and occupations. This data is a starting point – WSC expects that teams will start here and verify/complement the data with on the ground information and stakeholder feedback.
- **Industry data** will show us what **employers** in the region look like.
- **Occupation data** shows us what **jobs** people in our region do. People often perform the same jobs at different types of employers and in different industries.
- This data will be organized across several different criteria and begin to guide your consensus and decision-making process.
- The data package will focus on demand data today. The slides will move through a thinking process on how to layer in criteria to see priorities within your region.