



Office of Performance Management Oversight (OPMO)

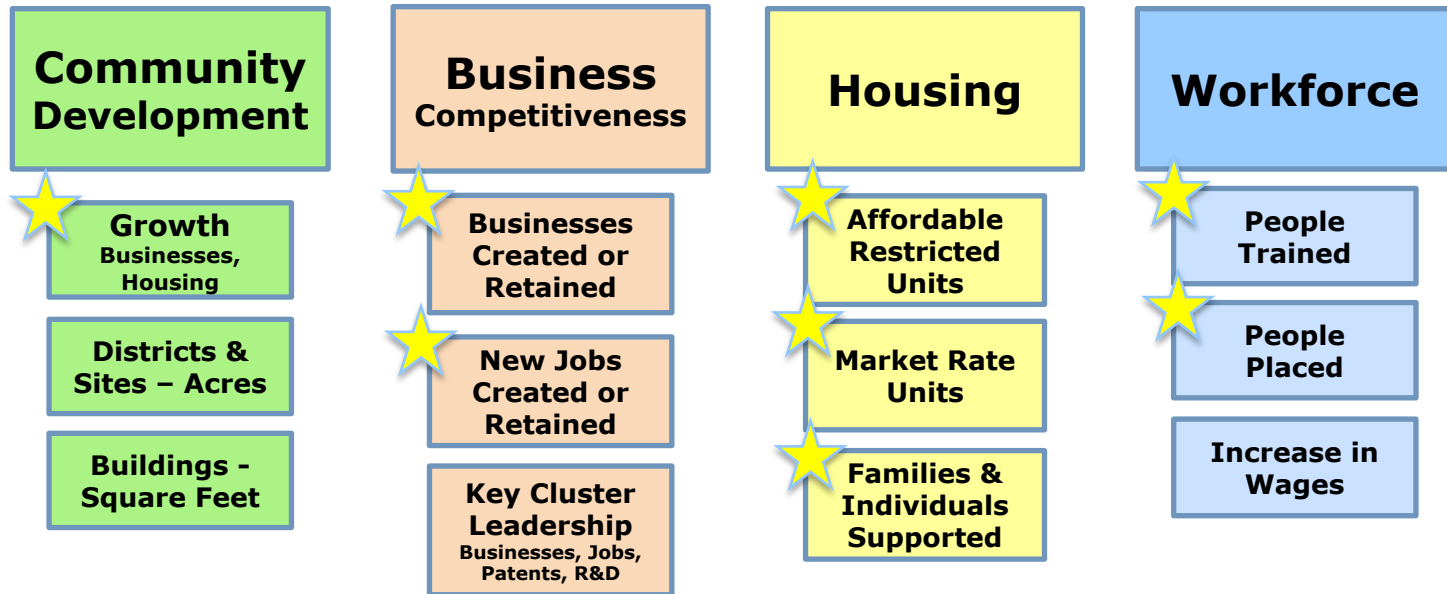
**Commonwealth Corporation
FY2021 Report**



Economic Development Plan

Key Outcome Metrics

Economic Development Plan Pillars & Principals



Investment Leveraged from Other Sources - \$

Engagement & Technical Assistance – Contact with Individuals & Companies



Agency Mission

- **Mission:** Commonwealth Corporation fosters workforce equity in Massachusetts by delivering innovative and collaborative professional development solutions that help diverse communities and employers succeed.
- We advance our mission and goals through grant-making, technical assistance, research and evaluation that inform practice and policy, and the development and dissemination of tools, resources and models that enhance service delivery and performance.



Agency Mission

- **Contribution to Partnerships for Growth:** Commonwealth Corporation supports business competitiveness by initiatives to support businesses investing in the upskilling of their incumbent workers to retain and expand their workforce. We implement initiatives to train a skilled workforce by supporting pathways for adults and youth to develop skills for high demand jobs.
- We support regional partnerships of businesses, education and workforce organizations aligned with the regional plans of the Workforce Skills Cabinet. Our adult and youth training programs advance equitable opportunity by targeting low-income, unemployed and other vulnerable populations and by including strategies outlined by the Governor's Black and Latino Advisory Commissions.



Agency Goals

- **Agency Goal 1:** Support businesses in strengthening their competitiveness by investing in the skills of their incumbent workers.
- **Agency Target for Goal 1:** Provide grants in FY2021 to over 550 businesses. Over 13,000 incumbent workers will be trained cumulatively over the course of these two-year grants.
- **Results of Goal 1:** Through the Workforce Training Fund's General Program, Manufacturing Emergency Response Training Program, Express Program and Small Business Direct Access Program, training grants and activities that started during FY'21 have contract goals to train 14,337 workers from 742 businesses over the course of the two-year grant periods.



Agency Goals

- **Agency Goal 2:** Support regional industry sector partnerships of business, education and workforce organizations to prepare unemployed and underemployed workers for high demand jobs.
- **Agency Target for Goal 2:** Provide grants in FY2021 to over 25 regional partnerships. Over 900 unemployed/underemployed individuals will be trained and over 670 will obtain employment cumulatively over the course of these two-year grants.
- **Results of Goal 2:** Through the Workforce Competitiveness Trust Fund and Learn-to-Earn grants issued in FY'20 and FY'21 over 850 individuals were enrolled in multi-year skills training grants and 290 were placed into employment. Due to the impact of COVID-19, there were delayed or postponed training cohorts at some grantees and some training completions and placements planned for FY'21 are expected to occur in FY'22.



Agency Goals

- **Agency Goal 3:** Targeting the 31 cities and towns with the highest poverty rates, provide low-income teens and young adults with work experience and work readiness training that prepares them to find and retain private sector jobs.
- **Agency Target for Goal 3:** Through grants to the sixteen workforce areas, enroll 4,000 youth in the career development activities during the summer of 2020 and enroll 250 youth in programs during the 2020-2021 school year.
- **Results of Goal 3:** In the summer of 2020, 3,780 youth/young adults were enrolled in subsidized employment opportunities and Signal Success work readiness activities. In the year-round program of 2020-2021, 1,070 youth were enrolled in programs of skills training with subsidized work experience. There continued to be some COVID-19 impact on both the Summer and Year-Round programs.



Agency Goals

- **Agency Goal 4:** In support of MassHealth Delivery System Reform Incentive Payment (DSRIP) Statewide Investments Workforce Development Grants Program, provide grants to training providers to strengthen the state's frontline healthcare workforce.
- **Agency Target for Goal 4:** Provide training to over 200 incumbent frontline workers including community health workers and supervisors, peer specialists and other frontline workers.
- **Results of Goal 4:** There were over 320 enrollments of incumbent workers across the four training areas. COVID-19 did impact the operation of some programs. While some grantees were able to successfully pivot to remote training/virtual delivery, there were some program interruptions and re-starts during FY'21. In addition, some incumbent workers continued to stop out of programs due to work, health and/or family reasons.



Workforce Training Fund Program

- **Program Description:** The Workforce Training Fund provides resources to Massachusetts' businesses to support their competitiveness by training current and newly hired employees.
- **Program Budget:** \$18,500,000
- **Partnerships for Growth Goal Alignment:** Business Competitiveness & Skilled Workforce
- **COVID – 19 Response:** Technical assistance is provided to training providers to support online and hybrid training models.
- **Fiscal Year Goal 1:** Support businesses in strengthening their competitiveness by investing in the skills of their incumbent workers.
- **Fiscal Year Target 1:** (a) Provide General Program skills training grants to at least 150 businesses to train over 10,000 workers over two years from the date their grant begins. (b) Provide Express Program skills training grants to at least 400 small businesses (100 or fewer employees) to train over 3,000 workers over two years from the date their grant begins. NOTE: Businesses submit applications on a rolling basis and grants are awarded throughout the year.
- **Results of Goal 1:** The WTFP General Program awarded grants (including some consortium grants) to 170 businesses with plans to train 9,320 workers over their two-year grant periods. During FY21, Manufacturing Emergency Response Training (MERT) grants were awarded to 5 employers to retrain 137 Massachusetts workers to produce PPE or other vital pandemic-related critical items. The WTFP Express awarded grants to 385 small businesses with plans to train 3,470 workers. In addition, the Small Business Direct Access Program enrolled over 1,500 employees from 182 employers.



Workforce Competitiveness Trust Fund (FY19 Appropriation)

- **Program Description:** The Workforce Competitiveness Trust Fund (WCTF) was created by the Legislature in 2006 to develop training pipelines to meet the skill needs of businesses in high demand occupations. It supports partnerships of employers, education and workforce organizations to train and upgrade the skills of new and incumbent workers. The Secretary of Labor and Workforce Development, in consultation with the members of the Workforce Skills Cabinet, has directed Commonwealth Corporation to design and conduct one or more competitive procurements that will select training, support services and job placement programs designed by partnerships to support the needs of unemployed or individuals for employment in high demand occupations in Health Care, IT or other occupations identified in the Regional Blueprint process conducted in FY18.
- **Program Budget:** \$5,000,000
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce



Workforce Competitiveness Trust Fund (FY19 Appropriation)

- **COVID – 19 Response:** While many grantees were able to pivot to remote training, COVID-19 did impact the start-up of some training cohorts. CommCorp continues to provide technical assistance to grantees and may provide contract extensions for some grantees to support the achievement of contract goals.
- **Fiscal Year Goal 1:** Support regional industry sector partnerships that bring together business, education and workforce partners to prepare unemployed and underemployed workers for high demand jobs.
- **Fiscal Year Target 1:** Over a 2+ year period, from FY20 to FY22, regional skills training programs will enroll 700 unemployed and underemployed individuals and place 540 in employment.
- **Results of Goal 1:** For these multi-year programs, there were 560 enrollments through the end of FY21 versus the FY21 interim goal of 625 enrollments and 230 job placements versus the FY21 interim goal of 400. There were delayed cohorts in some programs due to COVID-19 and it is expected that programs will complete cohorts during FY22. Some contracts have been extended to allow for the enrollment and completion of planned cohorts.



Workforce Competitiveness Trust Fund (FY20 Appropriation)

- **Program Description:** The Workforce Competitiveness Trust Fund (WCTF) supports partnerships of business, education and workforce partners to develop training pipelines for unemployed and underemployed workers in high demand occupations. The Secretary of Labor and Workforce Development, in consultation with the Workforce Skills Cabinet, directs Commonwealth Corporation to design and conduct competitive procurements that select training and job placement programs for occupations identified in the Regional Blueprints.
- **Program Budget:** \$6,300,000 (FY'20 Allocation)
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce
- **COVID – 19 Response:** Technical assistance is provided to training providers to support online and hybrid training models.



Workforce Competitiveness Trust Fund (FY20 Appropriation)

- **Fiscal Year Goal 1:** Support regional industry sector partnerships of business, education and workforce partners to train unemployed and underemployed workers for high demand jobs.
- **Fiscal Year Target 1:** Over a 2+ year period (FY21 to FY23), 25 regional skills training programs will enroll 830 unemployed/underemployed individuals and place 623 in employment.
- **Results of Goal 1:** For these multi-year programs, there were 230 enrollments through the end of FY21 versus the FY21 interim goal of 360 enrollments. There were delayed cohorts in some programs due to COVID-19 and it is expected that programs will add cohorts during FY22. Some contracts may be extended to allow for the enrollment and completion of planned cohorts.



Learn to Earn Initiative (FY20 Appropriation)

- **Program Description:** The Learn to Earn Initiative (LTE) is a comprehensive approach to providing unemployed and underemployed individuals receiving public benefits with the supports and skills needed to gain and retain employment in high demand occupations. LTE Programs help participants set and achieve goals necessary for sustained economic stability, such as maintaining and growing family net resources and minimizing the potential impact of increased earned income on receipt of benefits to reduce benefit cliff effects.
- **Program Budget:** \$675,000 (FY'20 Allocation)
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce
- **COVID – 19 Response:** Technical assistance is provided to training providers to support online and hybrid training models.



Learn to Earn Initiative (FY20 Appropriation)

- **Fiscal Year Goal 1:** Support regional industry sector partnerships to prepare unemployed and underemployed individuals receiving public benefits for placement in high demand jobs.
- **Fiscal Year Target 1:** Over a 2+ year period (FY21 & FY22), 2 regional skills training programs will enroll 70 individuals receiving public benefits and place 50 in employment.
- **Results of Goal 1:** During FY21, 2 regional skills training partnerships were awarded funds for a program design phase. Program implementation contracts will begin in early FY22 and thus enrollments will occur in FY22 & FY23.



Learn to Earn (FY19 Appropriation)

- **Program Description:** The Learn to Earn Initiative (LTE), proposed by Governor Charlie Baker and Lt. Governor Karen Polito and adopted by the Legislature in the FY18 General Appropriations Act, is a comprehensive approach to providing unemployed and underemployed individuals who are receiving assistance from public benefit programs with the supports, skills, and credentials they need to gain and retain employment in occupations for which employers have persistent demand. LTE Partnerships will develop and test models to serve participants in the context of their family/household. LTE Programs will help participants set and achieve goals necessary for employment and sustained economic stability, such as maintaining and growing family net resources and minimizing the real or perceived potential impact of increased earned income on benefit receipt, including improving coordination across benefit programs and reducing benefit cliff effects.
- **Program Budget:** \$800,000
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce



Learn to Earn (FY19 Appropriation)

- **COVID – 19 Response:** One grantee was able to quickly pivot to remote training, but COVID-19 did impact the start-up of some training cohorts at another grantee. CommCorp continues to provide technical assistance to grantees and may provide contract extensions for grantees to support the achievement of contract goals.
- **Fiscal Year Goal 1:** Support regional industry sector partnerships that bring together business, education and workforce partners to prepare unemployed and underemployed workers receiving public benefits for high demand jobs.
- **Fiscal Year Target 1:** Over a 2+ year period, primarily FY20 & FY21, skills training programs will enroll 82 individuals and place 52 in employment.
- **Results of Goal 1:** For these multi-year programs, there were 63 enrollments through the end of FY21 and 25 job placements. There were some delayed cohorts due to COVID-19 and the program cohorts will continue into FY22 to allow for the enrollment and completion of planned cohorts.



YouthWorks

- **Program Description:** YouthWorks is a youth employment program to help youth get the skills and experience needed to find and keep jobs. Youth take part in subsidized work placements during the summer or school year and use the Signal Success career development curriculum. During the school year, youth are also provided occupational skills training. *See Covid-19 notes.
- **Program Budget:** \$15,500,000
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce
- **COVID – 19 Response:** We have designed YouthWorksStrong, a virtual career development program for the Summer of 2020. Administered in direct collaboration with local partner agency staff, the program provides career readiness training, career-focused project-based learning and career pathway training. It includes stipends, case management and support services.



YouthWorks

- **Fiscal Year Goal 1:** Provide low-income youth with career exploration, work readiness and career-focused experiences that prepare youth for future jobs and a career trajectory.
- **Fiscal Year Target 1:** Enroll 4,000 youth in the career development activities during the summer of 2020 and enroll 250 youth in skills-based training programs during the 2020-2021 school year.
- **Results of Goal 1:** In the summer of 2020, 3,780 youth/young adults were enrolled in subsidized employment opportunities and Signal Success work readiness activities. Most programs had some unspent resources at the end of summer 2020, which enabled Commonwealth Corporations to supplement YouthWorks year-round programming targeted to serve an additional youth participants at a time when many other employment opportunities and programs remained disrupted.
- In the year-round program of 2020-2021, over 1,070 youth were enrolled in programs of skills training with subsidized work experience.
- Grantees were not able to meet contract goals due to COVID-19. Despite the immense challenges of the COVID-19 pandemic, the Summer program served about 95% of goal. The additional funds for the year-round program resulted in programs exceeding the original goal.



MassHealth Delivery System Reform Incentive Payment (DSRIP): Statewide Investments Program

- **Program Description:** On behalf of MassHealth, Commonwealth Corporation administers the DSRIP Statewide Investments Workforce Development Grants Program focused on frontline and extended healthcare workforce development. This funding stream is part of MassHealth's five-year DSRIP program authorized under the Medicaid Section 1115 Waiver. The Workforce Development Grants support the MassHealth Accountable Care Organizations (ACOs), and Community Partners (CPs) by strengthening the state's frontline healthcare workforce.
- **Program Budget:** \$1,000,000 (Prior Year Allocations)
- **Partnerships for Growth Goal Alignment:** Business & Skilled Workforce
- **COVID – 19 Response:** Technical assistance is provided to training providers to support online and hybrid training models.



MassHealth Delivery System Reform Incentive Payment (DSRIP): Statewide Investments Program

- **Fiscal Year Goal 1:** Strengthen the state's frontline healthcare workforce through training in the four areas: 1). Community Health Worker, 2) Community Health Worker Supervisors, 3) Peer Specialists and 4) Competency Based Training Grants for other healthcare frontline workers.
- **Fiscal Year Target 1:** Provide training to over 200 incumbent frontline workers across the four initiatives.
- **Results of Goal 1:** There were over 320 enrollments of incumbent workers across the four training areas. COVID-19 did, however, impact the program completion for many workers. Most grantees were able to pivot to remote training/virtual delivery, but there was still some level of interruptions during FY'21. In addition, some incumbent workers stopped out of programs due to work, health and/or family reasons.