



Office of Performance Management Oversight (OPMO)

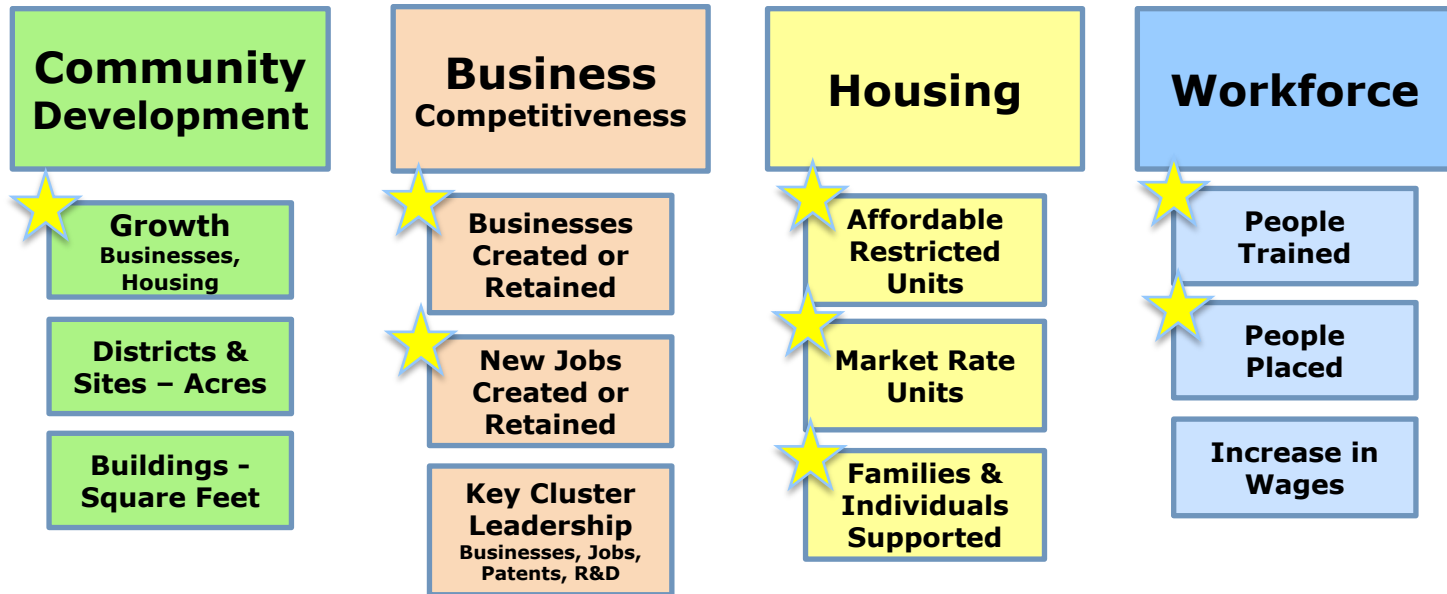
**Commonwealth Corporation
FY2023 Report**



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 is a quasi-public workforce development agency that fosters workforce equity in Massachusetts by delivering innovative and collaborative professional development solutions that help diverse communities and employers succeed. Our vision is a world where meaningful employment can lead to upward mobility for all.
- Commonwealth Corporation is committed to having Diversity, Equity, and Inclusion embedded into the programs and services we offer, reflected in the people we impact and our workplace culture. Our vision of a society where upward economic mobility is possible for all—cannot be accomplished alone, but through the collective efforts and support of our staff, partners, board members and the communities in which we live and serve.
- 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. We support regional partnerships of businesses, education and workforce organizations aligned with the regional plans of the Workforce Skills Cabinet.
- **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 placement in high demand jobs.



Agency Goals

- **Agency Goal 1:** Train and Upskill Current Workforce: Support employers and their incumbent workers to build skills for career advancement and contribute to the competitiveness and productivity of Massachusetts businesses.
- **Agency Target for Goal 1:** Provide grants to over 1,100 businesses. Over 20,650 incumbent and newly hired workers will be trained cumulatively over the course of these grants during FY23 and FY24.
- **Results of Goal 1:** Provided grants to over 1,700 businesses. Over 31,000 incumbent and newly hired workers will be trained cumulatively over the course of these grants during FY23 and FY24.
- **Agency Goal 2:** Develop Pipelines for Workers and Immediate Hiring: Provide training and/or support to job seekers to gain the skills needed for placement in an in-demand job, filling critical vacancies for Massachusetts businesses. These strategies are developed through regional industry partnership and direct engagement with employers.
- **Agency Target for Goal 2:** Provide training grants in FY2023 to over 65 regional partnerships, with over 5,200 unemployed/underemployed individuals trained and over 3,900 obtaining employment cumulatively over the course of these up to two-year grants. Provide resources to employers to hire 13,500 job seekers and then support and train the workers to ensure job retention. Provide resources to employers to support their engagement in regional training partnership designed to fill critical vacancies. Over 4,000 employers to be involved in one or more of these strategies.



Agency Goals

- **Results of Goal 2:** Provided training grants to over 50 regional partnerships, with 4,150 unemployed/underemployed individuals to be trained and 3,155 obtaining employment cumulatively over the course of these up to two+ year grants. Provided resources to 1,995 employers to hire 11,241 eligible job seekers and then support and train the workers to ensure job retention. Provided resources to 552 employers to support their engagement in regional training partnership designed to fill critical vacancies. Over 2,700 employers involved in one or more of these strategies.
- **Agency Goal 3:** Invest in Future Workforce: Programs that focus on young people who are not currently in the workforce or are in the early portion of their work experience who need the support, training, coaching, and work experience to be successful in the workforce.
- **Agency Target for Goal 3:** Through grants to the sixteen workforce areas, enroll over 5,700 youth in career development activities during the summer of 2022 and/or in programs during the 2022-2023 school year.
- **Results of Goal 3:** Through grants to the sixteen workforce areas, over 7,000 youth were enrolled in career development activities during the summer of 2022 and/or in programs during the 2022-2023 school year.



Workforce Training Fund Program

- **Program Description:** The Workforce Training Fund provides resources to Massachusetts' businesses to support their competitiveness and expand opportunities for their workers by training current and newly hired employees.
- **Program Budget:** \$36,500,000
- **Partnerships for Growth Goal Alignment:** Business Competitiveness & Skilled Workforce
- **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 over 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 900 businesses (100 or fewer employees) to train over 10,000 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:** (a) The WTFP General Program awarded grants (including some consortium grants) to 192 businesses with plans to train 11,085 workers over their two-year grant periods. (b) The WTFP Express Program awarded grants to 1,477 businesses with plans to train 19,255 workers over the two years from the date their grant begins.



Behavioral Health Partnership Expansion Grants

- **Program Description:** The Behavioral Health Partnership Expansion grants provide resources to focus on high-priority, persistent workforce challenges for community-based mental health, substance use disorder (SUD), and opioid use disorder (OUD) employers in Massachusetts. Funded through the Executive Office of Health and Human Services (EOHHS) MassHealth Delivery System Reform Incentive Payment (DSRIP) Statewide Investments Program and the RIZE Massachusetts Foundation, Inc., expansion grants are provided to regional MassHire Healthcare Workforce Hubs in partnership with community-based behavioral health employers. Programs include the training and placement of participants especially from underrepresented groups into new employment, the training and advancement of participants at their current employer and resources to support clinical supervision time and mentorship strategies for clinicians in need of supervision hours as they work toward licensure.
- **Program Budget:** \$3,000,000
- **Partnerships for Growth Goal Alignment:** Business Competitiveness & Skilled Workforce
- **Fiscal Year Goal 1:** Support businesses in strengthening their competitiveness by investing in the skills of their incumbent workers.
- **Fiscal Year Target 1:** The seven regional Behavioral Health Partnerships will provide skills training and support for licensure to over 650 incumbent and newly hired workers at over 50 employers.
- **Results of Goal 1:** The seven regional Behavioral Health Partnerships provided skills training and support for licensure to over 685 incumbent and newly hired workers at over 70 employers.



Workforce Competitiveness Trust Fund

- **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:** \$20,000,000
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce
- **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 (FY23 & FY24), at least 40 regional skills training programs with over 120 employer partners will enroll 3,200 unemployed/underemployed individuals and place 2,400 in employment.
- **Results of Goal 1:** During FY2023, 26 regional skills training partnerships received WCTF awards with plans to serve 2,050 unemployed/underemployed individuals and place 1,580 in employment through their two+ year grants. During FY2023, WCTF partnerships enrolled 1,280 individuals with 870 completing programs and 450 placed into employment.



Career Technical Initiative

- **Program Description:** The Partnerships for Recovery: Career Technical Initiative (CTI) supports Massachusetts High Schools with designated aligned Chapter 74 vocational programs in partnership with MassHire Career Centers and local businesses to develop training pipelines for unemployed/underemployed workers in high demand construction/trades and manufacturing occupations. Through this initiative the Workforce Skills Cabinet will establish vocational high schools as Career Technical Institutes and provides funding to deliver adult training, credentialing, and placement services.
- **Program Budget:** \$12,000,000
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce
- **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 (FY23 & FY24), at least 25 regional skills training programs with over 100 employer partners will enroll 2,000 unemployed/underemployed individuals and place 1,500 in employment.
- **Results of Goal 1:** During FY2023, 25 regional skills training partnerships received a combined total of 33 CTI awards with plans to serve 2,100 unemployed/underemployed individuals and place 1,575 in employment through their two+ year grants. During FY2023, CTI partnerships enrolled 950 students with 625 completing programs and 450 placed into employment.



HIRENOW

- **Program Description:** HireNow provides funding to eligible Massachusetts employers who hire and retain Massachusetts residents. Funding is awarded on a first come first serve basis at a flat rate of \$4,000 for each eligible newly hired employee. The goal of HireNow is to address hiring challenges experienced by Massachusetts employers because of the COVID-19 pandemic. HireNow provides resources to enable Massachusetts employers to broaden their recruiting practices to include workers who do not meet traditional qualifications, but who can fulfill job requirements with additional training upon hire.
- **Program Budget:** \$45,000,000
- **Partnerships for Growth Goal Alignment:** Direct Skilled Placements into the Workforce
- **Fiscal Year Goal 1:** Employers are encouraged to register their organization in the HireNow portal. Once they complete registration, employers are instructed on how to report new employees, and report when those employees have been employed for at least 60 days.
- **Fiscal Year Target 1:** Hiring and retention of 13,500 eligible employees at approximately 3,500 employers..
- **Results of Goal 1:** The HireNow Program awarded grants to 1,995 businesses that hired 11,241 eligible new employees that were retained in employment for at least 60 days.



Market Makers

- **Program Description:** The Commonwealth is investing significant resources to support the upskilling of workers impacted by COVID-19 and developing pipelines of workers to fill critical job vacancies for the Commonwealth's employers. One key capacity role that the Workforce Skills Cabinet is implementing are Market Makers within communities across Massachusetts to support this effort. Commonwealth Corporation will offer support and technical assistance to the regional Market Makers as they engage with employers to develop worker pipeline solutions to ensure that training programs align with the skills and experience needed to fill vacant positions.
- **Program Budget:** \$700,000
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce
- **Fiscal Year Goal 1:** Market Makers refer employers to existing training programs, while also building capacity by working with employers, training providers and conveners to form new partnerships who will then apply for new grant funding such as WCTF or CTI.



Market Makers

- **Fiscal Year Target 1:** Over the next fiscal year (FY23), 196-301 employers to form new business training partnerships, and 315-630 employers to be connected to existing training partnerships. These pipeline training partnerships will train 3,000 unemployed and underemployed participants and place 2,250 in employment. (The participant and placement goals are a subset of the overall goals for the Workforce Competitiveness Trust Fund and Career Technical Initiative programs.)
- **Results of Goal 1:** Through the efforts of Market Makers, 552 employer referrals were made to grant-funded training partnerships, both existing training programs that employers may recruit from and new training programs where employers may become partners. The pipeline training partnerships are primarily funded by the Workforce Competitiveness Trust Fund and Career Technical Initiative. (Goals for the training partnerships are listed in the slides for WCTF and CTI programs and are not listed here.)



YouthWorks

- **Program Description:** YouthWorks provides Massachusetts teens and young adults with an opportunity to work, learn and thrive. YouthWorks helps young people gain the needed skills and experience to enter the workforce and begin to design a career path. Administered in direct collaboration with local partnering agency staff, the program provides subsidized work placements, career readiness training, career-focused project-based learning and career pathway skills training. All youth participate in *Signal Success*, virtually, in a self-paced modality, or in-person through the facilitation of partners. *Signal Success* is career development curriculum aimed at supporting the development of soft-skills. YouthWorks also provides mentoring, stipends, wages, case management and support services, as needed.
- **Program Budget:** \$24,000,000
- **Partnerships for Growth Goal Alignment:** Train a Skilled Workforce while preparing for careers
- **Fiscal Year Goal 1:** : Provide low-income youth and young adults with career exploration, work readiness and career-focused experiences that prepare them for future jobs and a career trajectory.
- **Fiscal Year Target 1:** Based on submitted targets from local partners, 5,193 participants will be enrolled in cycle 1 (July – August 2022) in career development and worksite activities, and 1,331 participants will be enrolled in cycle 2 (September 2022 – May 2023) in skills-based training programs. With these numbers, we expect to exceed our initial target of 5,701 by 823.
- **Results of Goal 1:** 4,957 participants were enrolled in cycle 1 (July – August 2022) career development and worksite activities and 2,056 participants were enrolled in cycle 2 (September 2022 – May 2023) skills-based training programs. The overall enrollments of 7,013 exceeded the initial target of 5,701 by over 1,300.