Throughout Massachusetts our highly-skilled workforce is the engine that drives our economy. Continued investment in updating and improving the skills of our workers is critical to growing our businesses, small and large, and creating more opportunities for the citizens of the Commonwealth. The Workforce Training Fund Program (WTFP) is a powerful tool to grow businesses, create new jobs, and build stronger regional economies by co-investing in employee development via matching grants. Since the Baker-Polito Administration took office in 2015, $58.3 million has been awarded to Massachusetts employers to train more than 48,000 workers, from over 2,000 businesses. In Fiscal Year 2018 the WTFP continued to be an engine for job creation in the Commonwealth. For example:

- Companies completing Workforce Training Fund grants in 2018 added jobs at a rate of 11.9% - that’s more than three times the average rate of job growth!
- These employers added 2,233 net new jobs in the Commonwealth.

A strategic priority of the WTFP is to provide solutions to small businesses struggling to close pressing skills gaps in our growing economy. In August, Governor Baker and I were pleased to announce the expansion of the WTFP’s Small Business Direct Access Program, awarding nearly $2.9 million in new grants. These grants are instrumental in allowing small businesses across Massachusetts to upskill their current and newly-hired employees. While most grants from the Workforce Training Fund are $1-to-$1 matching grants, we have the capacity to apply for a larger grant that can directly access training via this streamlined model.

The report that follows seeks to highlight the breadth and impact of the WTFP through 2018. In 2019 we will continue to work with the employers of Massachusetts to ensure the WTFP remains one of the most dynamic job creation and skills advancement initiatives in the Commonwealth.

**The Workforce Training Fund Program is a powerful tool to grow businesses, create new jobs, and build stronger regional economies by investing in the skills of our workers. The skills acquired through these training grants help both workers prosper and enable our businesses to grow.”**

—GOVERNOR CHARLIE BAKER, COMMONWEALTH OF MASSACHUSETTS

### 2018 GENERAL PROGRAM GRANTS BY REGION

- 23 Grants: $3.5M
- 16 Grants: $1.6M
- 13 Grants: $1.4M

### 2018 GENERAL PROGRAM GRANTS BY INDUSTRY

- **MANUFACTURING**
  - 20 Grants
  - $1.5M (9%)
- **FINANCE & INSURANCE**
  - 34 Grants
  - $3.3M (20%)
- **PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES**
  - 23 Grants
  - $1.4M (10%)
- **HEALTHCARE & SOCIAL ASSISTANCE**
  - 30 Grants
  - $2.8M (16%)

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IMPACT HIGHLIGHTS

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—GOVERNOR CHARLIE BAKER, COMMONWEALTH OF MASSACHUSETTS

In 2018 Massachusetts employers were approved for more than $21 million in WTFP grant-funded training for current or newly hired workers across three different programs.

**GENERAL PROGRAM**

<table>
<thead>
<tr>
<th>TRAINERS</th>
<th>TOTAL AWARDED</th>
<th>EMPLOYERS TO BE SERVED</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,361</td>
<td>$16.85 M</td>
<td>170</td>
</tr>
</tbody>
</table>

**DIRECT ACCESS PROGRAM**

<table>
<thead>
<tr>
<th>TRAINERS</th>
<th>TOTAL AWARDED</th>
<th>EMPLOYERS TO BE SERVED</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,605</td>
<td>$3.02 M</td>
<td>406</td>
</tr>
</tbody>
</table>

**EXPRESS PROGRAM**

<table>
<thead>
<tr>
<th>TRAINERS</th>
<th>TOTAL AWARDED</th>
<th>EMPLOYERS TO BE SERVED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,312</td>
<td>$1.30 M</td>
<td>350</td>
</tr>
</tbody>
</table>

**TOTAL**

$21.17 M

2018 GENERAL PROGRAM GRANTS BY REGION

23 Grants

$3.3 M

2018 GENERAL PROGRAM GRANTS BY INDUSTRY

56% MANUFACTURING

11% FINANCE & INSURANCE

9% PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES

7% HEALTHCARE & SOCIAL ASSISTANCE

+16% OTHERS

20 Grants $1.5 M

16 Grants $1.4 M

16 Grants $1.0 M

34 Grants $3.3 M
**Workplace ESOL Training**

Workplace English for Speakers of Other Languages (ESOL) training is one of the most powerful tools for improving business productivity, morale and competitiveness. Because workplace ESOL creates opportunity for both businesses and employees it is a priority of the WTFP. Congratulations to the following WTFP grantees for being chosen as leaders in supporting workplace ESOL at the 2018 Raising Our Voices Event: Accurounds (Aven, Distron Corporation of Lawrence), Rail Trail Store Directors, (Charlton), Turning Point, Inc. (Newburyport).

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**WTFP Success Story**

Asahi/America of Lawrence is the premier provider of thermoplastic fluid solutions for industrial, commercial and environmental applications. Asahi’s piping systems, valves and actuators have been installed with confidence for over 40 years in a variety of industries including water, wastewater, chemical processing, aquariums, landfills, semiconductor and pharmaceutical manufacturing, and chemical processing.

**Challenge:**

- The challenge was twofold for the growing company: needed to be more responsive to market demands.
- The restaurant implemented Open Book Solutions (OBS) which teaches financial literacy, entrepreneurial and industry best practices. OBS empowers staff to participate in the day to day operations of running a business, and share significantly in new profits generated.

**The Solution:**

- The challenge was twofold for the growing company:
- OPEN BOOK SOLUTIONS
- INCREASED REVENUE INCENTIVES DUE TO IN EMPLOYEE PAID OUT $137K INCREASED LABOR: /////////////////////////////////////////////////////////////////////////////////////////////////////// 
- MANAGER TRAINING FUNDING FROM THE MASSACHUSETTS TRAINING EXCHANGE (MTE), AN ON-LINE TRAINING MARKETPLACE THAT WILL ALLOW BUSINESSES TO SHOP FOR AND TRANSFER THE RIGHT TRAINING TO THEIR EMPLOYEES.
- MTE WAS BUILT ON A PLATFORM DEVELOPED WITH THE HARVARD INNOVATION LAB BY OUR PARTNERS AT EXPERTIQ™.
- EXPERTIQ’S PLATFORM HAS BEEN LICENSED AND HIGHLY CUSTOMIZED FOR THE MASSACHUSETTS TRAINING EXCHANGE. USERS WILL BE ABLE TO SEARCH FOR COURSES BY TOPIC, COMPARE PRICES, SEE DETAILED INFORMATION ABOUT COURSE CONTENT, ACCESS USER REVIEWS, AND ENROLL EMPLOYEES. THIS ONE-STOP PLATFORM ENABLES ELIGIBLE BUSINESSES TO PURCHASE TRAINING USING GRANT FUNDING, FROM BOTH THE EXPRESS PROGRAM AND THE SMALL BUSINESS DIRECT ACCESS PROGRAM. Qty Users Awarded to Employers for workplace ESOL training more than doubled to $790,000. In 2019 we will continue to prioritize ESOL grants to employers. Additionally, in 2019 two new Small Business Direct Access Program grants for ESOL will be chosen. These grants, $138,000 awarded to Lowell Vocational Technical School (LVT), and $36,000 awarded to BOST Hospital Training, are expected to result in more than 1,700 hours of instruction and nearly 200 additional seats in ESOL classes by 2021.

---

Workplace Training Fund Program. As a result of productive partnerships in 2018 with more than 100 Massachusetts employers and countless stakeholders in training and workforce development, more than 15,000 incumbent workers are gaining new skills through the Workplace Training Fund Program. As we celebrate the achievements of 2018, we can look forward to continuing to increase the impact of the program in 2019.

Workplace ESOL training is a vital WTFP priority. ESOL is a transformative instrument for improving business productivity and creating more meaningful opportunities for the most vulnerable members of our workforce. From 2017 to 2018 WTFP funds awarded to employers for workplace ESOL training more than doubled to $790,000. In 2019 we will continue to prioritize ESOL grants to employers. Additionally, in 2019 two new Small Business Direct Access Program grants for ESOL will be chosen. These grants, $138,000 awarded to Lowell Vocational Technical School (LVT), and $36,000 awarded to BOST Hospital Training, are expected to result in more than 1,700 hours of instruction and nearly 200 additional seats in ESOL classes by 2021.

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2018 JOB GROWTH BY INDUSTRY:

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>JOB ADDED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. MANUFACTURING</td>
<td>871</td>
</tr>
<tr>
<td>2. PROFESSIONAL, SCIENTIFIC &amp; TECHNICAL SERVICES</td>
<td>365</td>
</tr>
<tr>
<td>3. TRANSPORTATION &amp; WAREHOUSING</td>
<td>289</td>
</tr>
<tr>
<td>4. ALL OTHER INDUSTRIES</td>
<td>297</td>
</tr>
<tr>
<td>5. HEALTHCARE &amp; SOCIAL Assistance</td>
<td>205</td>
</tr>
<tr>
<td>6. FINANCE &amp; INSURANCE</td>
<td>110</td>
</tr>
<tr>
<td>7. CONSTRUCTION</td>
<td>71</td>
</tr>
<tr>
<td>8. EDUCATIONAL SERVICES</td>
<td>59</td>
</tr>
<tr>
<td>9. RETAIL</td>
<td>27</td>
</tr>
</tbody>
</table>

Distron Corporation.

Maria Ortiz, Program Manager at Distron Corporation; Maria Ortiz, Program Manager at Distron Corporation; Maria Ortiz, Program Manager at Distron Corporation; Maria Ortiz, Program Manager at Distron Corporation.

The program included: Open Book Solutions, Open Book Leadership (OBS) which teaches financial literacy, entrepreneurial and industry best practices. OBS empowers staff to participate in the day to day operations of running a business, and share significantly in new profits generated.

THE CHALLENGE: Rail Trail owners were positioned to take their business to the next level, but first required help to grow and develop their staff. They needed to train their employees in managerial and entrepreneurial skills in order to grow the business and add new locations.

THE SOLUTION: The Trail implemented the Workplace ESOL Training Program at the 2018 Raising Our Voices Event: Accurounds(grantees for being recognized for leadership in supporting vulnerable members of our workforce. From 2017 to 2018 WTFP funds allocated for workplace ESOL training more than doubled to $790,000. In 2019 we will continue to prioritize workplace ESOL grants to employers. Additionally, in 2019 two new Small Business Direct Grant programs for ESOL will be funded. These grants, $138,000 awarded to Jewish Vocational Services (JVS), and $34,000 awarded to BEST Hospitality Training, are expected to result in more than 1,700 hours of instruction and nearly 200 additional seats in ESL classes by 2021.

As a result of productive partnerships in 2018 with more than 190 Massachusetts employers and countysides stakeholders in training and workforce development, more than 15,000 incumbent workers are gaining new skills through the Workforce Training Fund Program.

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