

WORKFORCE TRAINING FUND

THE WORKFORCE TRAINING FUND PROGRAM (WTFP) HELPS ADDRESS BUSINESS PRODUCTIVITY AND COMPETITIVENESS BY PROVIDING RESOURCES TO BUSINESSES TO UPGRADE THE SKILLS OF THEIR WORKERS. THE WTFP IS A PROGRAM OF THE EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT AND IS ADMINISTERED BY COMMONWEALTH CORPORATION.

IMPACT HIGHLIGHTS



“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



FEBRUARY 2019

**COMMONWEALTH
CORPORATION**
Building skills for a strong economy.

Commonwealth Corporation is Massachusetts' public-private corporation dedicated to workforce development, youth development, and economic development. CommCorp strengthens the skills of youth and adults by investing in innovative partnerships with industry, education, and workforce organizations. It seeks to meet the immediate and emerging needs of businesses and workers so they can thrive in our dynamic economy.

WTFP grantee Gladding-Hearn Shipbuilding, (Duclos Corporation) in Somerset, MA hosts a tour of the facility. (August 2018)

PICTURED FROM LEFT TO RIGHT:

Dr. J.D. LaRock, President and CEO, Commonwealth Corporation; John Duclos, President of Operations and Naval Architect, Duclos Corporation; Jennifer James Price, Undersecretary, Executive Office of Labor and Workforce Development; Rosalin Acosta, Secretary, Executive Office of Labor and Workforce Development; Robert Vitello, Corporate Services Director, The Center for Workforce and Community Education Bristol Community College.



Throughout Massachusetts our highly-skilled workforce is the engine that drives our economy. Continual 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 awarded to businesses to pay for larger training projects, these grants provide a more accessible path for small businesses. SBDAP grants are awarded to qualified training organizations to fund seats in high-demand training for employees from hundreds of small Massachusetts businesses. Participating businesses simply enroll employees in available courses and send employees to training that is completed on company time. Small businesses that do not have the capacity to apply for a larger grant 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.

Rosalin Acosta

Rosalin Acosta,

Secretary of Labor and Workforce Development



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

	TRAINEES	TOTAL AWARDED	EMPLOYERS TO BE SERVED
GENERAL PROGRAM* Grants of up to \$250,000 awarded to any size business for customized workforce training projects.	10,361	\$16.85 M	170
EXPRESS PROGRAM* Grants for small businesses up to \$30,000 for off-the-shelf training courses selected from a database of registered courses.	3,605	\$3.02 M	406
DIRECT ACCESS PROGRAM Grants to training providers that allow businesses of any size to directly enroll workers in pre-approved training courses on popular topics at no cost.	1,312	\$1.30 M	350
TOTAL	15,278**	\$21.17 M	926**

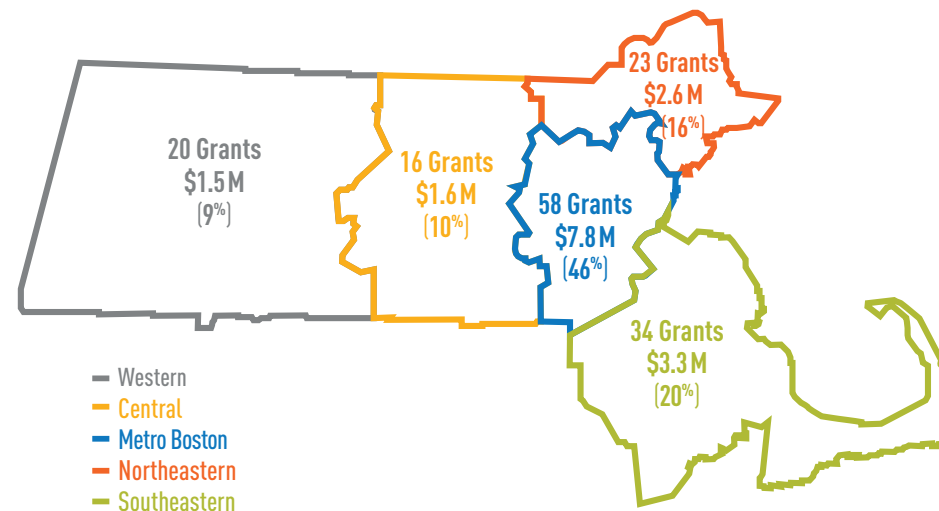
* Activity proposed in 2-year grants approved in 2018 with training continuing through 2020

** Includes some duplication in cases where employers participate in more than one grant/program during 2018

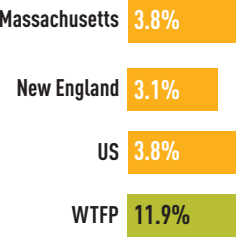
2018 GENERAL PROGRAM GRANTS BY INDUSTRY



2018 GENERAL PROGRAM GRANTS BY REGION



JOB GROWTH RATE COMPARISON 2016-2018



* Source: Bureau of Labor Statistics - Total Private Employees
6/2016 - 6/2018 (7/28/2018 data)

2018 JOB GROWTH BY INDUSTRY:

INDUSTRY	JOB'S ADDED
1. MANUFACTURING	871
2. PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES	345
3. TRANSPORTATION & WAREHOUSING	289
4. ALL OTHER INDUSTRIES	269
5. HEALTHCARE & SOCIAL ASSISTANCE	221
6. FINANCE & INSURANCE	110
7. CONSTRUCTION	71
8. EDUCATIONAL SERVICES	30
9. RETAIL	27
	2,233



“ IN TOTAL PRODUCTIVE MAINTENANCE WE LEARNED HOW TO DO SMALL FIXES TO REDUCE DOWNTIME ON THE MACHINES. THE ESOL HELPED ME THE MOST WITH EMAIL. I SEND AND RECEIVE ABOUT 50 EMAILS A DAY AND NOW I AM MORE CONFIDENT. WHEN I GET AN EMAIL ABOUT A PRODUCTION ORDER OR ABOUT SCHEDULING I CAN UNDERSTAND AND COMMUNICATE BETTER IN WRITING.”

—ELISIO MASCARENHAS, LEAD PRODUCTION SUPERVISOR
HOME MARKET FOODS

“ WORKPLACE ESOL TRAINING HAS HELPED OUR WORKFORCE TO BETTER UNDERSTAND OUR CUSTOMERS' REQUIREMENTS. IT ALSO HAS BRIDGED THE COMMUNICATION GAP WITH ALL INVOLVED IN ACHIEVING QUALITY PRODUCTS BEING BUILT FOR ALL OF OUR CUSTOMERS.”

—ROGER LAMARRE,
VP OF OPERATIONS FOR
DISTRON CORPORATION

WORKPLACE ESOL

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 WTPF. Congratulations to the following WTPF grantees for being recognized for leadership in supporting workplace ESOL at the 2018 Raising Our Voices Event: Accurounds (Avon), Distron Corporation (N. Attleborough), Karl Storz Endovision, Inc. (Charlton), Turning Point, Inc. (Newburyport).



PICTURED FROM LEFT TO RIGHT:

Claudia Green, Executive Director of English for New Bostonians; Nam Pham, Assistant Secretary of Business Development and International Trade at MA Executive Office of Housing and Economic Development; Mary Truong, Executive Director of the MA Office for Refugees and Immigrants; Eduardo Pinedo, Distron Corporation; Janice Dexter-Ganek, Bristol Community College; Ben Lamarre, Program Manager at Distron Corporation; Maria Ortiz, Distron Corporation.



WTFP SUCCESS STORY



Rail Trail Flatbread Company is a family friendly bar and restaurant in downtown Hudson, Massachusetts serving fresh, handcrafted food and drink. Rail Trail seeks to create an entrepreneurial family of businesses and help support a thriving local economy.

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 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 program included: Open Book Solutions, Open Book Leadership (for managers and supervisors), and Open Book Train the Trainer.



BUSINESS IMPACT:



“

RAIL TRAIL HAS INCREASED PROFITS BY REDUCING WASTE, REDUCING STAFF TURNOVER, STREAMLINING ITS PRODUCTION PROCESSES, SHARPENING ITS SERVICE AND GROWING ITS WELL-DESERVED REPUTATION FOR GENUINE HOSPITALITY AND CREATIVE DINING. EVEN IF TEAM MEMBERS MOVE ON TO PURSUE OTHER OPPORTUNITIES, WE WILL HAVE FURTHERED OUR MISSION AS A COMMUNITY BUSINESS, IMPARTING IMPORTANT SKILLS TO HUDSON'S SONS AND DAUGHTERS, TO USE WHEREVER THEY GO IN LIFE. WE ARE PROUD TO DO IT.”

—KARIM EL-GAMAL,
MICHAEL KASSERIS
& JASON KLEINERMAN,
RAIL TRAIL PARTNERS

WTFP SUCCESS STORY



Asahi/America of Lawrence is the premier provider of thermoplastic fluid flow 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 and wastewater treatment, oil and gas, water parks and aquariums, landfills, semiconductor and pharmaceutical manufacturing, and chemical processing.

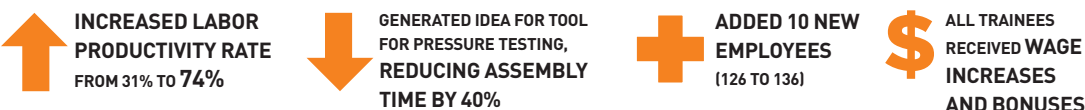
THE CHALLENGE: The challenge was twofold for the growing company:

- 1.) Asahi was entering new markets and developing new products, and needed to be more responsive to market demands.
- 2.) The company's five year growth plan highlighted the need to improve processes and increase efficiencies in production.

THE SOLUTION: Training across departments in Operations Management, Lean Manufacturing (Total Productive Maintenance, Problem Solving, Workplace Organization) Supervision and Management, and Six Sigma to eliminate defects and ensure quality.



BUSINESS IMPACT:



“

ONE OF THE MOST VALUABLE THINGS ABOUT THIS EXPERIENCE WAS THAT WE GOT TO HEAR THE EMPLOYEES' PERSPECTIVE. IF WE HAD TOLD THEM HOW TO DO SOMETHING, WE WOULD NOT HAVE HAD THE SAME SUCCESS. INSTEAD, THIS TRAINING GAVE OUR EMPLOYEES THE TOOLS TO PROBLEM SOLVE AND THE CONFIDENCE TO SUGGEST NEW WAYS OF DOING THINGS. WITHOUT THE GRANT FUNDING FROM THE WORKFORCE TRAINING FUND PROGRAM, THIS WOULD NOT HAVE BEEN POSSIBLE.”

—STEVE MARCHANT,
MANUFACTURING MANAGER

LOOKING AHEAD TO 2019:



As a result of productive partnerships in 2018 with more than 900 Massachusetts employers and countless stakeholders in training and workforce development, more than 15,000 incumbent workers are gaining new skills through the Workforce 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 begin. These grants, \$138,000 awarded to Jewish Vocational Services (JVS), and \$54,000 awarded to BEST Hospitality Training, are expected to result in more than 1,700 hours of instruction and nearly 200 additional seats in ESOL classes by 2021.

In 2019 Commonwealth Corporation will launch the Massachusetts Training Exchange (MTE), an on-line training marketplace that will allow businesses to shop for training and secure WTFP funds to help pay the cost of training their employees. MTE was built on a platform developed within the Harvard Innovation Lab by our partners at Experfy™. Experfy'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, to pay some or all of the cost of training for their employees. By integrating access to these two programs and providing users with a 21st century UX, MTE will make training more accessible for businesses of all sizes. The exchange seeks to help businesses with the difficult task of sourcing quality training via a fully informed marketplace. Training providers will compete for their business and employers can access all the critical information necessary to find quality training and access grant funding.

J. D. LaRock

Commonwealth Corporation President and CEO,
Dr. J.D. LaRock