

# COMMONWEALTH CORPORATION

## DEVELOPING A TALENT PIPELINE

ACCESSING NEW STATE AND FEDERAL DOLLARS  
TO BRIDGE LABOR AND INDUSTRY

Presented by:

**Kristen Rayne**



# Building Skills for a Strong Economy.

Commonwealth Corporation fosters workforce equity in Massachusetts by delivering innovative and collaborative professional development solutions that help diverse communities and employers succeed.

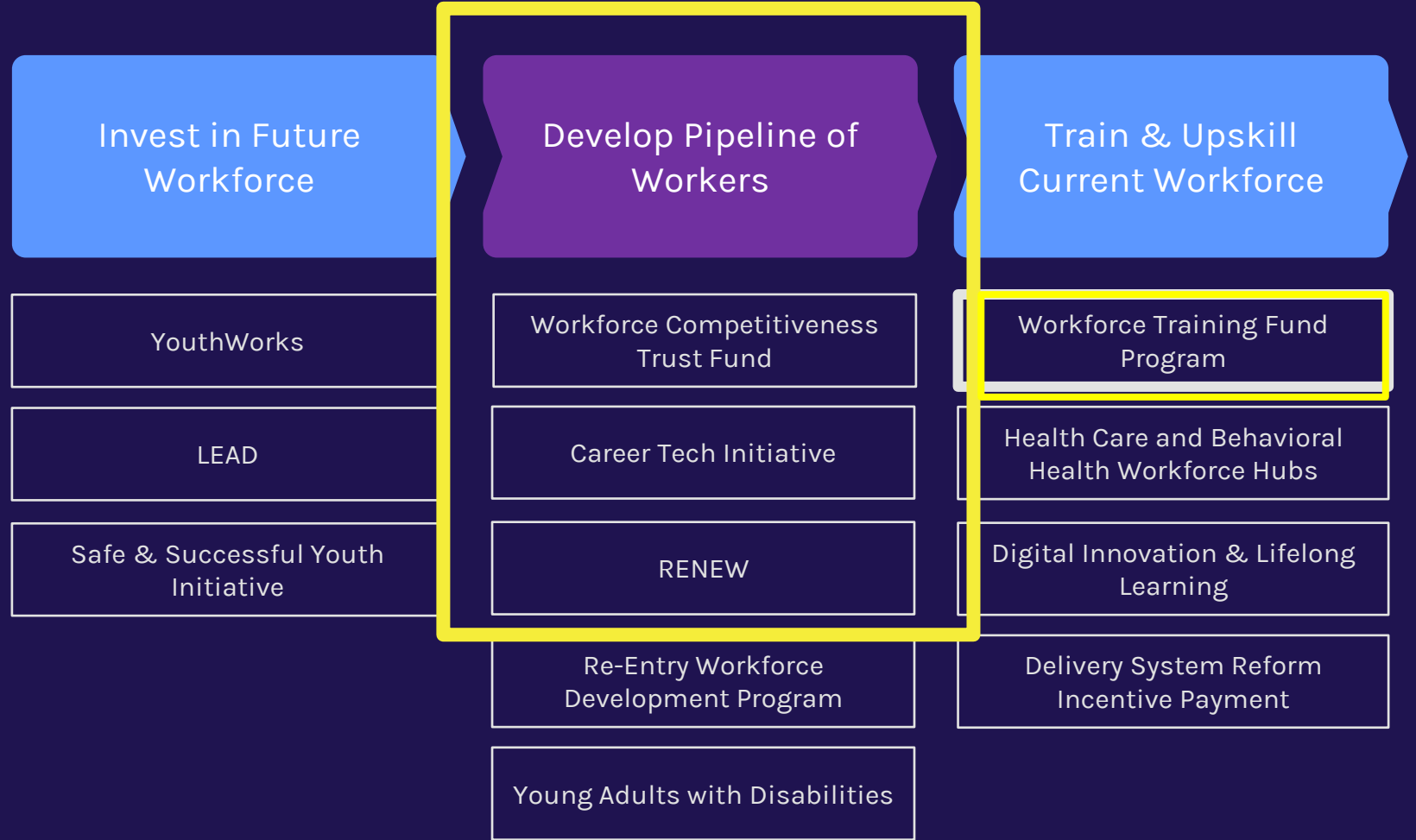
Invest in the  
Future Workforce

Develop an Immediate  
Pipeline Workers

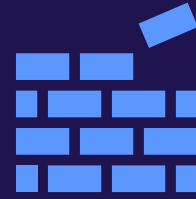
Train & Upskill the  
Current Workforce



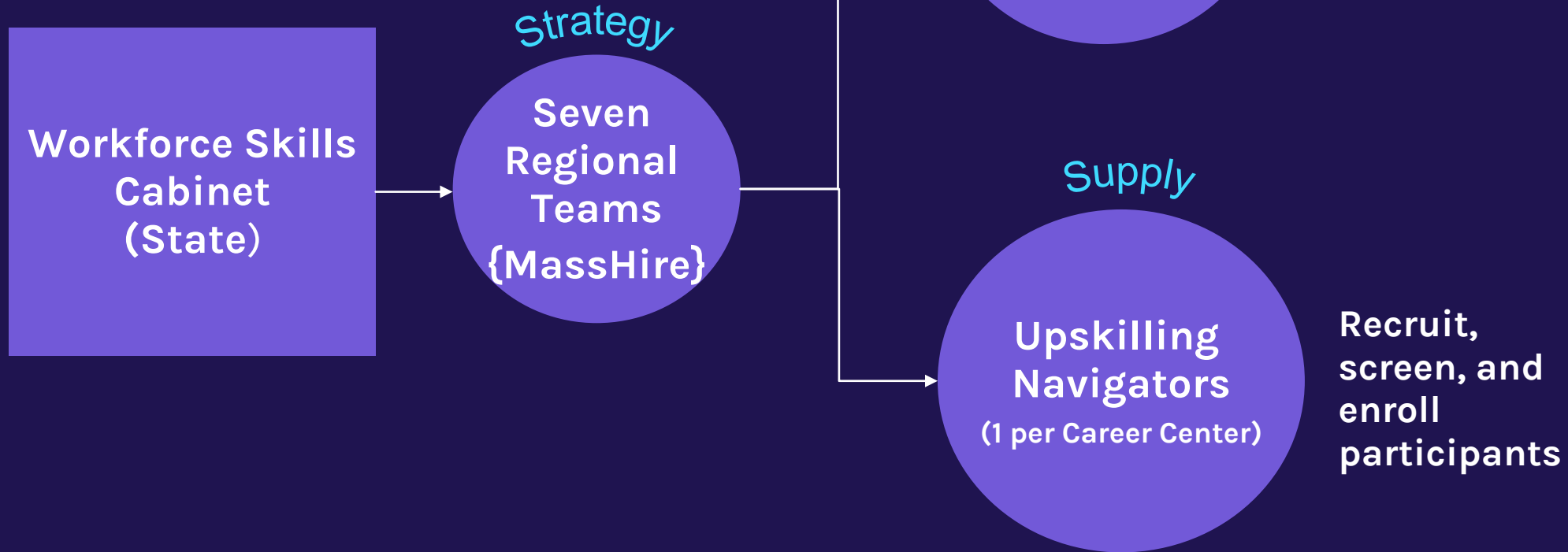
# How Can We Help You?



~\$240M TOTAL FY22  
BUDGET/ARPA  
RESOURCES BID OUT  
FOR PROGRAMMING  
AND CAPACITY  
BUILDING



# WORKFORCE SYSTEM CAPACITY BUILDING

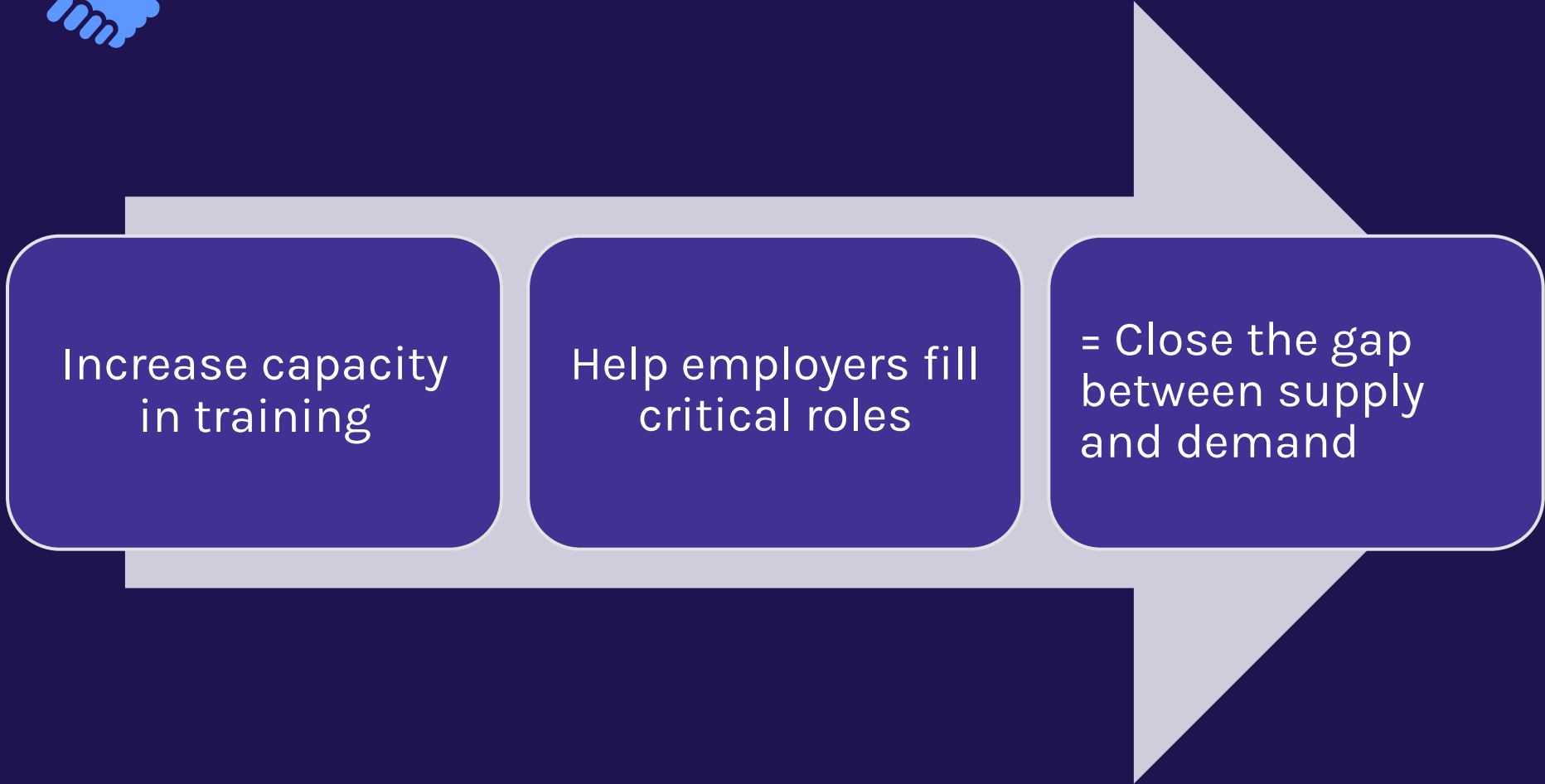


COMMONWEALTH CORPORATION



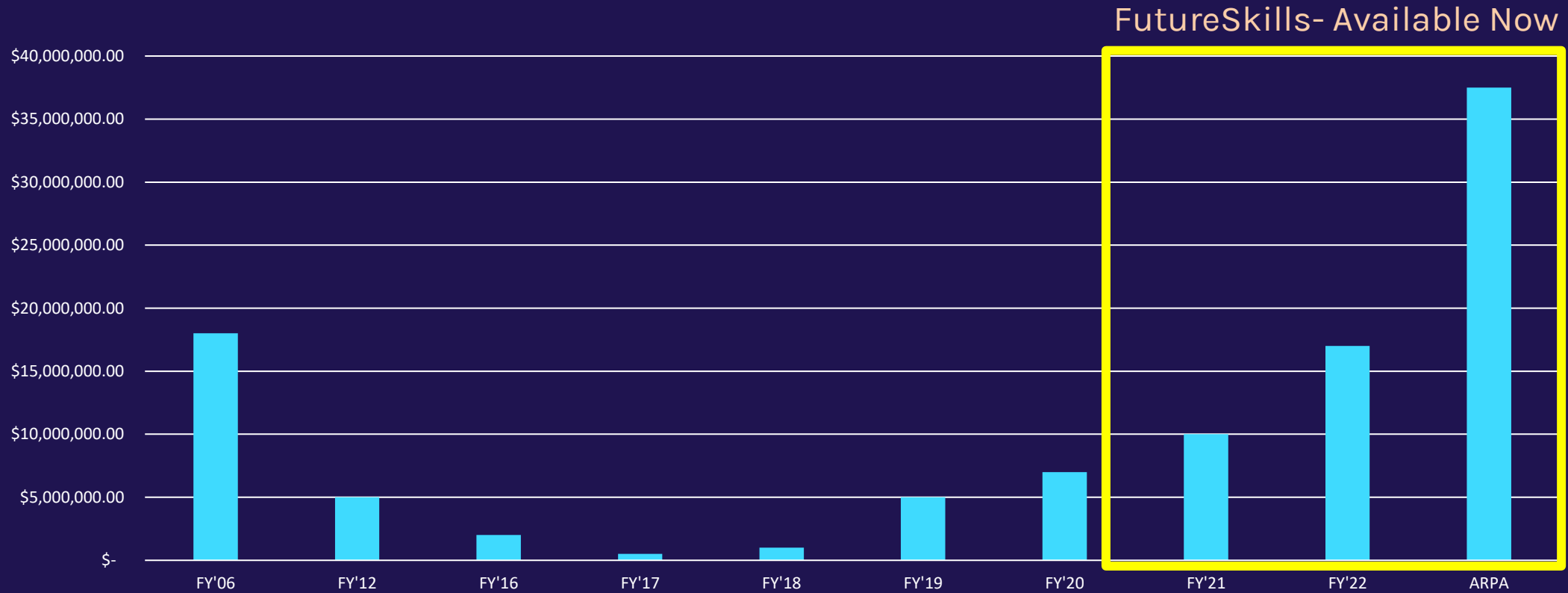


# INVESTING IN PARTNERSHIPS





# HISTORIC & CURRENT FUNDING



# PIPELINE TRAINING PROGRAMS

BUILD A PIPELINE OF SKILLED WORKERS

# OVERVIEW OF UPSKILLING FUNDING

## Program

### **Workforce Competitiveness Trust Fund (WCTF):**

Grants to **partnerships** (employers/ training providers/workforce partner) to train **cohorts of new workers in priority sectors**

*-(Up to \$500K or \$1MM for multi-region plan)*

### **Replenishing Employer Investment in Education & Workforce Training (RENEW):**

Grants to **partnerships** of employer(s) & training provider to train new workers to fill new jobs; employers have ability to tailor curriculum, w/agreement to cost share /reimburse the fund upon hire/retention

**SCALE planning grants:** Small grants (\$10K-\$30K) funds planning activities **to add capacity** to existing training model (e.g. more seats, additional regions). Objective of SCALE is to apply for one of these implementation grants



# OVERVIEW OF UPSKILLING PROGRAM FUNDING

## Program

**Career Technical Initiative (CTI):** Awards grants to high schools w. Career Vocational/Technical programs to offer a “third shift” to train adults in skilled trades/construction and manufacturing

Applications must include letters of commitment from at least three employers

Baker-Polito Admin. Announced \$24MM in Skills Capital Grants (Sept. 22) to modernize labs and make capital improvements

The CTI grants will ensure the machines don't sit idle at the end of the day as the schools build out evening programs for adults seeking skills and certification in high-demand industries

# CTI INCLUDES 20+ OCCUPATIONS

## Construction/trades

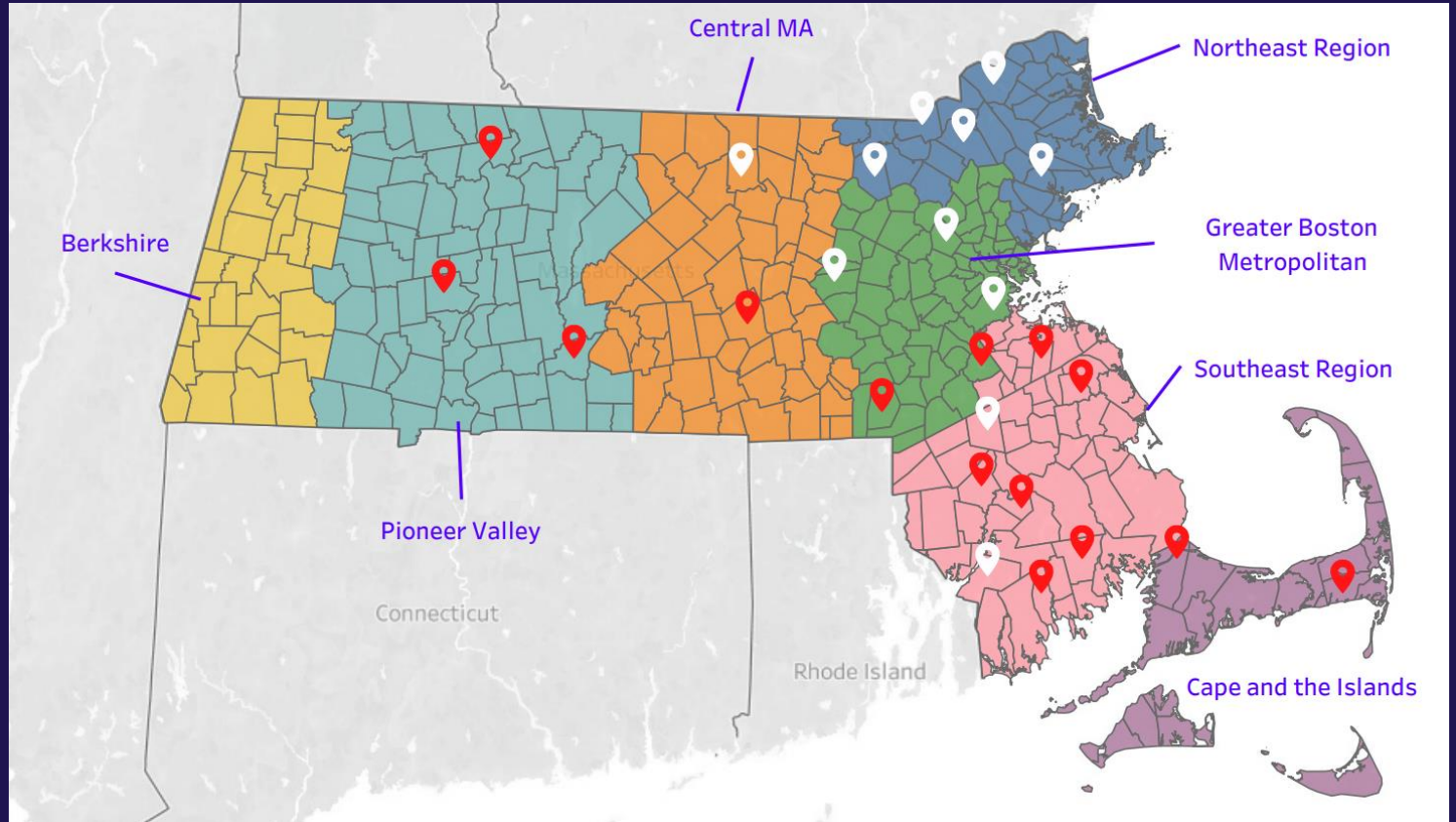
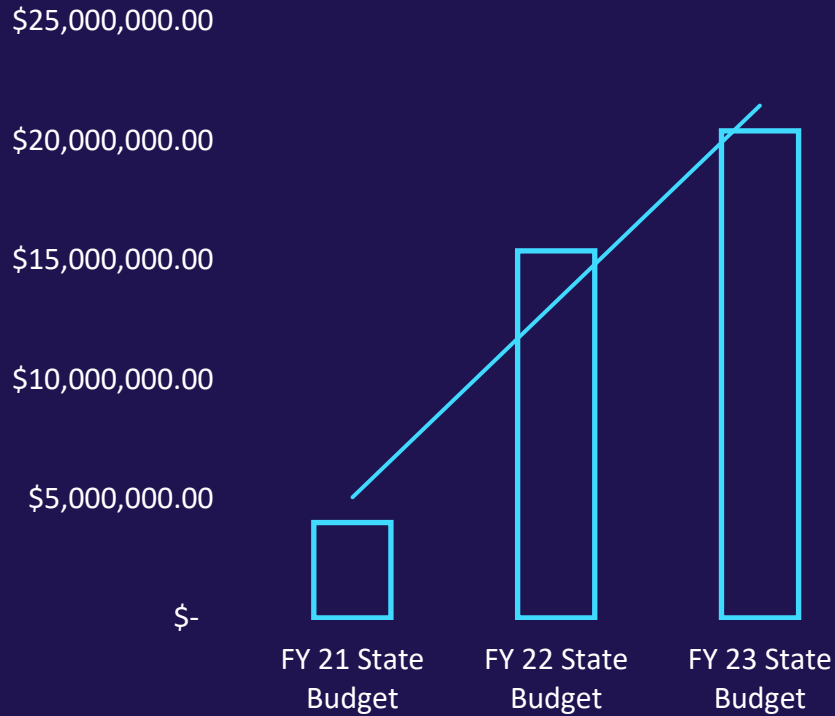
- HVAC Mechanics and Installers
- Automotive Services Techs and Mechanics
- Automotive Body Tech
- Electricians
- Plumbers
- Carpenter
- Welder
- Craft Laborer
- Building & General Maintenance Tech
- Diesel Tech
- Marine Trades Technician
- Cooks
- Groundskeeping and Equipment Operators

## Manufacturing

- Machine Operator
- Sheet Metal Workers
- Biolab, Medical & Clinical Lab Tech
- CNC Machine Operator
- Electrical Tech
- Electronics Tech
- Robotics

# CTI: WHERE WE ARE NOW (25 SCHOOLS)

## CTI Funding Growth



# Career Technical Initiative

PROCUREMENT OPENS

# OCTOBER 25<sup>TH</sup>, 2022



COMMONWEALTH  
CORPORATION



## TO LEARN MORE

Pre-Application Meeting	October 20 <sup>th</sup>	12:00pm	<a href="#">Zoom Link</a>
CTI Bidder's Webinar	October 27 <sup>th</sup>	1:00pm	<a href="#">Zoom Link</a>
CTI RFP Office Hours	November 1 <sup>st</sup>	2:00pm	<a href="#">Zoom Link</a>
CTI RFP Office Hours	November 3 <sup>rd</sup>	10:00am	<a href="#">Zoom Link</a>
Procurement Closes	November 21 <sup>st</sup>	11:59PM	<a href="#">CommCorp.org</a>

Contact Us! [cti@commcorp.org](mailto:cti@commcorp.org)

Visit: [commcorp.org/funding](https://commcorp.org/funding)



# GRANTS AS PARTNERSHIP

## Required

Two+ Employers: These businesses must sign a MOA or letter

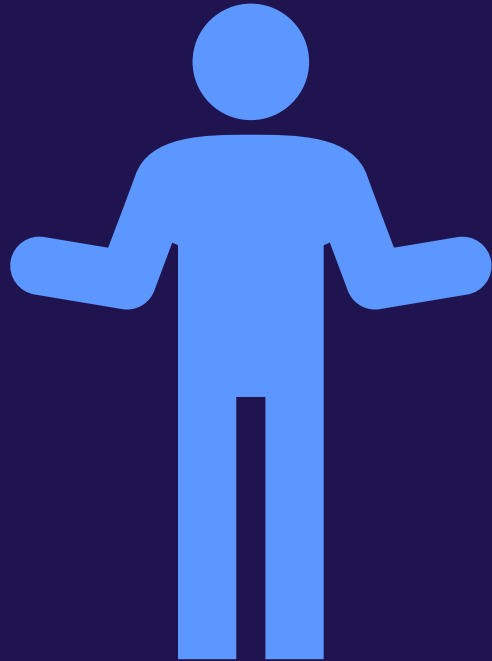
## Recommended

MassHire Workforce Board and MassHire Career Center: Demonstrate alignment with the regional blueprint planning priorities.



**MASSHIRE**

# TARGET POPULATIONS



- Grant funds may be used to train Massachusetts residents only, who are un/underemployed.
  - An **unemployed individual** is defined as an individual who is not currently employed.
  - An **underemployed individual** is defined as an individual who is working outside the target sector and earning less than a self-sustaining wage.

# INCUMBENT WORKER TRAINING

INVEST IN CURRENT WORKFORCE

# INCUMBENT WORKER TRAINING

## WORKFORCE TRAINING FUND (WTFP)

- Signed into Massachusetts state law in 1998
- Awards grants to employers to train and upskill incumbent (existing workforce) W2 employees
- Paid for by employers' contribution to Unemployment Insurance; Must contribute to be eligible (all for profits contribute)
- Awarded over \$30MM last year
- Two programs to choose from : Express and General program
- CommCorp administers on behalf the Executive Office of Labor and Workforce Development



# Workforce Training Fund Program

## Express Program

Streamlined Access  
Smaller-Scale

- \$30,000 maximum / year
- 3-week lead time
- Apply for additional training as needed
- Express Course Directory\*

100% Rebate  
>100 employees

up to \$3,000 / person /  
course

50% Rebate  
<100 employees

up to \$3,000 / person /  
course

## General Program

2-Yr Training Projects  
Strategic & Customized

- \$250,000 maximum / 2-year grant
- 90-day lead time
- Customized training plan
- Company must match grant funds \$1-to-\$1 (includes wages/fringe paid to trainees; ESOL is exception)
- Outcome tracking & reporting required
- Applicant works w/ trainer(s) of choice

\*Training providers may add courses to the Express Directory

## Training topic examples:

Supply Chain  
Management

Lean/ Process  
Improvement

Supervisory  
Skills,  
Management,  
Communication

IT, Cyber Security,  
Network Admin.

Quality  
Assurance/ ISO  
/AS9100

Software Training  
Microsoft, Adobe,  
MicroCAD,

CNC Machining,  
Blueprint Reading

ESOL, ABE

...and more!



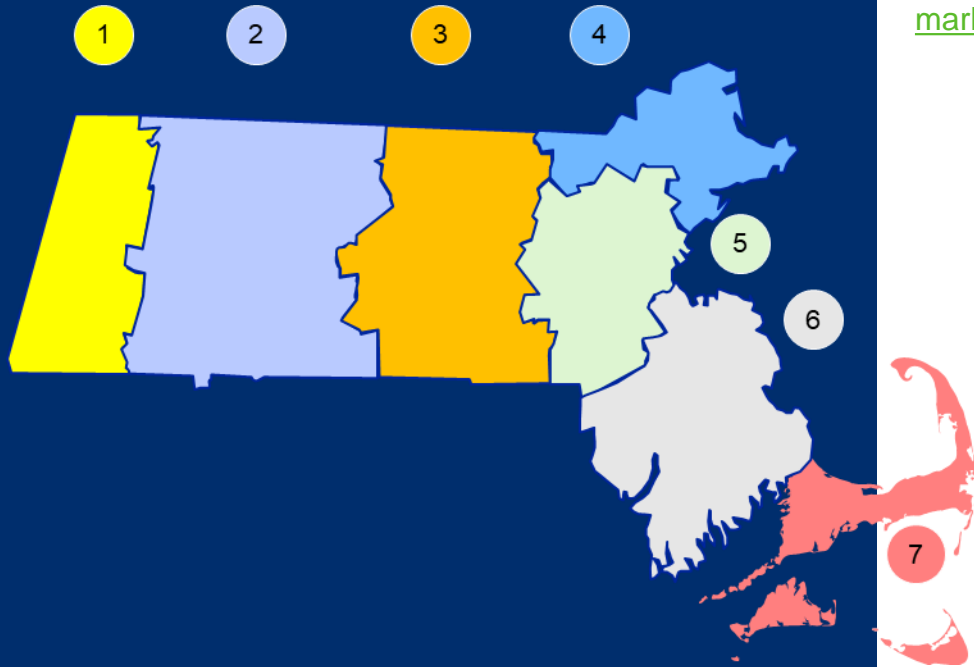
# CALL TO ACTION

## Getting Started

- What are your workforce needs?
- MassHire Workforce Boards
- Local MassHire Career Centers
  - Job Quest
- Identify your regional Market Maker
- Identify Community-based Organizations in your area



# Connect with your Market Maker



Mark Wigfall (Boston)  
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Jen Droesch (Pioneer Valley)  
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Connect with your nearest Market Maker  
at [mass.gov/futureskills](https://mass.gov/futureskills)



# APPLYING FOR FUNDING

- Applications for **WCTF** are accepted on a rolling basis: Reviewed Quarterly
- **RENEW** applications are accepted on a rolling basis
- Applications for **SCALE** are accepted on a rolling basis through June 2023; Reviewed Monthly
- **CTI** open procurement Oct. 25<sup>th</sup>

To access funding announcements, visit

<https://commcorp.org/funding/>

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## Available Funding

Our grants have been created in partnership with the Executive Office of Labor and Workforce Development, and with you in mind.

ALL CATEGORIES

- Invest in the Future Workforce
- Develop a Pipeline of Workers
- Train and Upskill Current Workforce



# THANKS!

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