

**WIB Scorecard**

Updated 3/16/2012

	Labor Market/Regional Need	WIB/ Regional Goal	Implementation Strategy (Programmatic) (and policy considerations)	Measurable Outcome	Impact to Date - History (include policies implemented - if any)	Funding Strategy	Funding	
<b>PRIORITY INDUSTRIES</b>								
<b>Health Care</b>	<p><b>Healthcare Stats:</b></p> <ul style="list-style-type: none"> <li>• Employment in this sector grew 12.8% between 3rd quarter 2004 and 3rd quarter 2008.</li> <li>• Represents 18.7% of employment in the region at the end of 2009.</li> <li>• 25.6% of current employees have a high school diploma/GED and 38% have some college.</li> <li>• Average Weekly Wages: \$735 (2006), \$787 (2007), \$816 (2008), \$832 (2009).</li> <li>• 2nd qtr. 2010 vacancy rates at 2.6% represent 1,596 jobs (in the southeast region of Massachusetts).</li> <li>• Four major industry sectors provided over one-half (53.1%) of the jobs in the New Bedford Workforce area. These sectors included Health Care and Social Assistance (17.3%), Manufacturing (13.6%), Retail Trade (13.5%), and Accommodation and Food Services (8.7%).</li> </ul> <p>Industry Research:</p> <ul style="list-style-type: none"> <li>• Based on research conducted with Southeastern MA hospitals, there is a desire to have nurses at a bachelor's level.</li> <li>• Based on research of Greater New Bedford long-term care facilities, there is a need for additional CNAs, but CNAs trained at a higher level is preferred.</li> <li>• Additional discussions with Southcoast Hospitals Group are planned to do a further assessment of needs.</li> <li>• Skills gap achievement is a concern for allied health employers to fill vacant positions.</li> </ul>	<p>Increase the skill sets of the existing allied healthcare workforce in the healthcare industry.</p> <p>Increase the supply of new skilled workers for the healthcare industry in Allied Health and Nursing.</p>	<p>1) Establish technical assistance to help develop assessment and implementation plan.</p> <p>2) Create and convene a consortium of healthcare partners in the region to validate data and convey short and long term skills/hiring needs.</p> <p>3) Identify consultant to lead the consortium and develop a plan to train workers in accordance with regional needs.</p> <p>4) To align efforts with BCC and Mass. Community College Workforce Development Capacity Building Grant.</p>	<p><b>FY 11</b> Meeting with decision makers. Identify funding. Establish a proposal process.</p> <p><b>FY12</b> • Complete needs survey of Healthcare Consortium. • Submit \$250,000 grant application to WTF to train 250 workers.</p> <p><b>FY13</b> To be determined by Consortia.</p>	<p>2/21/10-6/30/11: Healthcare skills gap-WIB was awarded a CommCorp grant for <b>\$210,000</b> to train 60 advanced CNAs.</p> <p>6/9/11: Established Health Care Consortium with 12 providers/employers from Greater New Bedford and Bristol regions. WTF T.A. Grant for Consortium was submitted to State requesting <b>\$25,000</b>.</p> <p>9/11: WTF Grant for \$25,000 provisionally approved by State.</p> <p>12/23:Continued follow up with state for release of TA grant to hire facilitator/grant writer.</p> <p>1/12: Grant approved by State and contract signed. Developed scope of work to procure Project manager. Procurement underway to solicit 3 bids for February 2012 start date.</p> <p>2/27: Project Manager under contract as of 2/27/12. Currently conducting one-on-one interviews with goal of convening consortium in March. Met w/BCC Pres &amp; VP for Workforce Development to align HC consortium w/Community College Transformation Project.</p>	<p>1) Apply for Workforce Training Fund technical assistance grants to help develop the consortium and determine initial needs beyond generally published LMI/possibly contract out surveying.</p> <p>2) Through the HC Consortium, look at larger (and perhaps multi-regional) grants that would support specific, company-driven occupational training.</p> <p>3) Monitor CommCorp and State and Federal level grants for RFP's.</p> <p>4) Continue to promote the WTF to eligible employers (those paying into unemployment).</p>	<p><b>Total Needed \$485,000</b></p> <p><b>Funds Allocated to Date \$260,000</b></p> <p><b>Revised 3/12</b></p> <p><b>Funding Gap (\$225,000)</b></p>	
	<b>Manufacturing</b>	<p><b>Manufacturing Stats:</b></p> <ul style="list-style-type: none"> <li>• 5% (392) available jobs in the Southeast were in manufacturing as of the 2nd qtr. 2010 - a progressive increase since 4th qtr. 2008 when there were only 181 jobs.</li> <li>• Made up 12.7% of employment in Greater New Bedford in 4th quarter 2010.</li> <li>• 29% of employees have a high school diploma/GED and 25% have some college.</li> </ul> <p>Average Weekly Wage:</p> <ul style="list-style-type: none"> <li>-Durable Mfg: \$1032 (2006), \$1048 (2007), \$1102 (2008), \$1,086 (2009).</li> <li>-Non-Durable: \$675 (2006), \$682 (2007), \$661 (2008), \$656 (2009).</li> </ul> <p>Average Weekly Wage:</p> <ul style="list-style-type: none"> <li>-Durable Mfg: \$1032 (2006), \$1048 (2007), \$1102 (2008), \$1,086 (2009).</li> <li>-Non-Durable: \$675 (2006), \$682 (2007), \$661 (2008), \$656 (2009).</li> </ul> <ul style="list-style-type: none"> <li>• Four major industry sectors provided over one-half (53.1%) of the jobs in the New Bedford Workforce area. These sectors included Health Care and Social Assistance (17.3%), Manufacturing (13.6%), Retail Trade (13.5%), and Accommodation and Food Services (8.7%).</li> <li>• Industry Research: <ul style="list-style-type: none"> <li>• The WIB plans to conduct addition surveys to evaluate the needs of this sector - will determine whether there is a widespread need for ESOL.</li> <li>• Preliminarily, workforce needs are unique to individual companies versus consistent across industry.</li> </ul> </li> </ul>	<p>Increase the skill sets of the existing manufacturing workforce by increasing Lean Manufacturing Concepts, ESOL, math and computer skills.</p> <p>Increase the supply of new skilled workers within the durable manufacturing sector, particularly in the occupations of TBD.</p> <p>Expand Manufacturing Consortium.</p>	<p>FY11/FY12</p> <p>1) Establish technical assistance to help develop assessment and implementation plan.</p> <p>2) Create and convene a consortium of manufacturing partners in the region to validate data and convey short and long term skills/hiring needs.</p> <p>3) Develop programs - modular - on-site at employers that target skills training with participants in such things as: Lean, ESOL/GED, Basic Math, Computer Skills, Machinist, and Blueprint Reading and others requested of consortium.</p> <p>4) Promote Workforce Training Fund and HIT-G.</p> <p>5) Promote OJT training contracts.</p>	<p><b>FY 11</b> <b>Established consortium meeting regularly. Identify funding. Establish a proposal process. Meeting with decision makers.</b></p> <p><b>Increase OJT training contracts by 20% of FY11.</b></p> <p><b>FY 12</b> <b>Expand consortium to 20 companies.</b> • Submit \$250,000 grant application to WTF to train 300 workers. • 300 incumbent workers participate in Lean, ESOL/GED, Basic Math and/or Computer Skills where participants: - receive a lateral career move. - receive a raise. - receive promotion and raise. - avoid layoff.</p> <p><b>FY13</b> To be determined by the Consortia.</p>	<p>9/1/10: Advocated for and awarded <b>\$93,000</b> funding of WTF for Symmetry Medical.</p> <p>5/5/11: Partnered with UMD/ATMC to bring together a consortium of 13 manufacturers. Have had 4 meetings to date. A draft MOA has been developed to articulate consortium commitment levels.</p> <p>5/5/11: Developed, conducted and have compiled pilot employer survey data on vacancies and skill requirements in need of analysis.</p> <p>9/11: 4 OJT clients completed and hired @\$17 per hr with corresponding annualized wages of \$125,000 and \$26,000 in wage reimbursements.</p> <p>2/12: Launched needs assessment through BCC to identify employee training needs for next 24-30 months.</p> <p>3/10: Needs assessment completed with 7 companies (1 pending). WTF Grant application in the range of \$250,000 nearly complete with final review and submission to occur in late March.</p>	<p>1) Monitor CommCorp and State level grants for RFP's.</p> <p>2) Continue to promote the WTF to eligible employers (those paying into unemployment).</p> <p>3) Watch Federal Department of Labor for Sector grants.</p> <p>4) See if there is a way to tie Manufacturing together with Clean Energy - there has been interest in developing Wind Power in the area.</p> <p>5) Monitor State Mfg. Sector Grant RFP from Executive Office of Housing and Economic Development to be issued by March 2012.</p> <p>6) Pursue John Adams Innovation Fund of Manufacturing Technology Collaborative.</p>	<p><b>Total Needed \$500,000</b></p> <p><b>Funds Allocated to Date \$244,000</b></p> <p><b>Funding Gap (\$256,000)</b></p>
		<b>Clean Energy (secondary priority for FY 12)</b>	<p><b>Clean Energy Stats:</b></p> <ul style="list-style-type: none"> <li>• According to state data, WAP/Pub Housing/Municipal Projects employment growth is expected to triple. However, the #'s are still quite moderate – 1,300 for the entire state.</li> <li>• Where this is a fairly new industry, research and develop partnerships. It looks like: <ul style="list-style-type: none"> <li>o Participants must have High School diploma or GED.</li> <li>o Participants must have some engineering experience or skilled labor (plumbers, electricians, roofers).</li> </ul> </li> </ul> <p>Industry Research:</p> <ul style="list-style-type: none"> <li>• Researching Weatherization Assistance Program need for technicians. However, based on recent funding through ARRA there should be additional need for weatherization technicians.</li> <li>• Additional research needs to be updated, from 10 months ago, with RISE Engineering and CSG. Additional clean energy sectors showing some demand are solar and off-shore wind - but more details need to be gathered.</li> <li>• Konarka future hiring.</li> <li>• Watching Off-Shore Wind projects.</li> </ul>	<p>Increase the supply of new skilled workers for the clean energy industry in New Bedford area residents for solar, off-shore wind, and/or energy efficiency with sales and customer service skills.</p> <p>Increase the skill sets of the existing manufacturing workforce by providing Clean/Green Energy training through BCC and UMD.</p>	<p>1) Have clean energy companies participate in a survey to determine hiring projections for the next couple of years and particular skills/certifications that will be needed (include RISE and CSG).</p> <p>2) Validate data.</p> <p>3) Keep current on union and non-union training programs in the area.</p> <p>4) Focus on solar, off-shore wind, energy efficiency with sales and customer service skills.</p> <p>5) Link into Clean Energy efforts at BCC and UMD.</p> <p>6) In a list of priorities for FY 12, this industry will be considered secondary to healthcare and manufacturing.</p>	<p><b>Train and place in jobs at least 60 participants in solar, off-shore wind, and/or energy efficiency with sales and customer service skills.</b></p> <p><b>FY 11</b> <b>Complete assessment.</b></p> <p><b>FY12</b> <b>30 participants.</b></p> <p><b>FY 13</b> <b>30 participants.</b></p>	<p>9/11: 6 clients completed OJT and hired @\$17 per hr with corresponding annualized wages of \$225,000 and \$76,000 in wage reimbursements.</p> <p>4/1/11: GNBWIB is a member of the Cape Wind team organized by the NB Economic Development Council.</p> <p>9/15/10: The WIB sits on the advisory board of BCC's recent grant to expand capacity for education and training for green jobs careers/upgrading existing contractors' skills and understanding of the green economy.</p> <p>7/15/10: State Energy Sector Partnership - Mass WIB applied to DOL for \$6 million, with \$1.2 million for South Coast WIBs and \$450k for GNB WIB region. Total grant was reduced to \$700K with \$94,000* coming to the WIB over 3 years. The program will provide green jobs training through BCC and UMass Dartmouth – with UMass Dartmouth adding graduate level courses that did not previously exist and BCC becoming a Building Performance Institute affiliate.</p> <p>2/12: One electrician hired at \$21 per hour with \$43,680 in annualized wages and \$15,120 in wage reimbursement. Total New Bedford Career Center OJT impact year to date in wage reimbursements are \$167,734 and \$646,256 in annualized wages.</p>	<p>1) See if there is a way to tie Manufacturing together with Clean Energy - there has been interest in developing Wind Power in the area.</p> <p>2) Contact the Mass Clean Energy Center for new projects and RFPs available.</p> <p>3) Collaborate on grants with BCC's and UMD's Energy Centers and the Office of Sustainability.</p>

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	<b>PRIORITY POPULATIONS</b>						
<b>Unemployed</b>	<p><b>Unemployed Stats: Currently at 9.9% (down 1% since 2010).</b></p> <p>The proportion of GNB claimants that were high school dropouts (21.6%) was more than twice the statewide share of 10.6%. At the same time, the percentage of NB area UI claimants that possessed at least a Bachelor's Degree (7.0%) was also significantly below statewide counterparts (19.6%). GNB has the least educated claimant population among the Commonwealth's 16 Workforce Areas.</p> <p>From an industry perspective, Construction (31.8%) was the largest source of UI claimants, representing nearly three in ten claimants, followed by Administrative Support and Waste Management Services (13.5%), Retail Trade (7.6%), and Manufacturing (7.5%). Collectively, these four industry categories comprised 60.4% of all Greater New Bedford claimants.</p> <ul style="list-style-type: none"> <li>Number of Unemployed (October 2011) = 8,493 (9.9% U-rate).</li> <li>Number of UI claimants (June 2011)-3808*.</li> <li>Gender - 64% male.</li> <li>Age - 11% UI claimants under 24; 42% UI claimants over 45.</li> <li>Education- 20% have less than HS; 45% are HS grads; 22% have 1-3 years college; 4 or more college 13.2%.</li> <li>low wage - 36% earned under \$499/week; 38% earned \$500-\$999/week.</li> <li>Largest occupations of previous employment: <ul style="list-style-type: none"> <li>-20% were in Construction.</li> <li>-14% were in Office and Administrative support.</li> <li>-15% were in Production.</li> </ul> </li> </ul> <p>*Data based on sample of all claimants signing for the survey week.</p>	<p>Increase the number of dislocated workers who can receive short-term (1-3 months) "reskill" training that results in a transition to employment within the targeted industries.</p> <p>Improve dislocated workers' job opportunities in the region utilizing National Emergency Grant OJT Program.</p>	<ol style="list-style-type: none"> <li>1) Use OJTs when possible to place customers.</li> <li>2) Work closely with Career Center to identify pool of candidates.</li> <li>3) Explore internships and apprenticeship opportunities to accelerate skills attainment.</li> <li>4) Convene employers in targeted industries to discuss immediate skills needs and certifications.</li> <li>5) Negotiate with Health Care, Manufacturing, OJT and WTF applicants who we provide Technical Assistance, that they utilize the Career Center for new employees.</li> </ol>	<p><b>By 6/2013 - 60 dislocated workers receive short term training and find employment within 6 months.</b></p> <p><b>FY 11</b> 20 participants receive non-WIA training - 14 find employment in target sector.</p> <p><b>FY 12</b> 20 participants receive non-WIA training - 14 find employment in target sector.</p> <p><b>FY 13</b> 20 participants receive non-WIA training - 14 find employment in target sector.</p>	<p><b>3/15/12: New Eastern Regional OJT wage reimbursement total is \$307,736 with annualized wage impact of \$1,034,654. NB Career Center ytd has achieved \$56,900 in voucher revenue for placement. 18 hires achieved in New Bedford, 15 in target sectors.</b></p> <p><b>9/11: New OJT wage total is at \$113,515 in New Bedford region. Total disbursement of \$261,000 for 8 regions.</b></p> <p><b>6/9/11: Currently placed and had 10 OJTs hired throughout Greater New Bedford with wage reimbursements totalling approximately \$97,000.</b></p> <p><b>11/2010: OJT - WIB will manage contracts and fiscal for \$847K; in excess of \$150K to this region for job training and staff support.</b></p> <p><b>7/15/10 -12/11: SESP - \$94K.</b></p> <p><b>2/21/10 - 6/30/11: HC Partnership - \$210K.</b></p> <p><b>12/2011 Short-term skills set aside fund of \$60,000 at NDS.</b></p> <p><b>2/2012: Collaborating with 15 WIBs and 23 Career Centers on a statewide grant application for \$6mm from US DOL Innovation Fund to enhance Career Center business services targeting long term unemployed.</b></p> <p><b>3/15/12: Local Plan grant request of DOL Innovation Fund submitted to statewide partners in the amount of \$200,000 for 2 years to support 2 additional Profilers and enhanced Work Key capacity to speed match of job seekers with posted job openings.</b></p>	<ol style="list-style-type: none"> <li>1) See funding strategies above for target sectors for Healthcare and Manufacturing.</li> <li>2) Apply for grants for short term skills training (within 1-3 months) with employment as a final outcome.</li> <li>3) Identify appropriate funding to purchase off-the-shelf/subscription training if needed.</li> <li>4) Consider WIB policy changes to support infrastructure needed to conduct efficient "rapid assessments" and enhancement training.</li> </ol>	<p><b>Total Needed \$1,000,000</b></p> <p><b>Funds Allocated to Date \$1,341,726 Revised 3/12</b></p> <p><b>Funding Gap (+\$341,726)</b></p>
<b>Low Skilled Incumbent Worker</b> (secondary priority for FY 12)	<p><b>Low-skilled Incumbent Worker Stats:</b></p> <ul style="list-style-type: none"> <li>24% of working age population has less than HS education (Estimated 32,000 in 2005-2006).</li> <li>Another 30% of adults have a HS diploma or GED (estimated 41,000).</li> <li>21% of adults are foreign born.</li> <li>25% speak a language other than English.</li> <li>39% of families live at 200% of poverty level.</li> </ul> <p>CURRENT SERVICES (need updates for 2010):</p> <ul style="list-style-type: none"> <li>466 individuals were provided ABE services in 2008.</li> <li>566 individuals were provided ESOL services in 2008.</li> <li>686 individuals are currently reported on wait lists for ABE and ESOL services.</li> </ul>	<p>Increase number of incumbent worker trainings within the targeted sectors that will result in a promotion and/or wage increase.</p>	<ol style="list-style-type: none"> <li>1) Target those in threat of layoff without some skills training.</li> <li>2) Validate whether there is a widespread need for ESOL (possible contract this out).</li> <li>3) Develop programs - modular - on-site at employers that target skills training with participants in any/all of the following: <ul style="list-style-type: none"> <li>o Lean o ESOL/GED o Basic Math o Computer Skills</li> </ul> </li> <li>4) Promote Workforce Training Fund.</li> <li>5) During FY 12, this will become a secondary focus of the WIB so that it can focus more heavily on dislocated workers and "reemployment".</li> </ol>	<p><b>By FY 13</b> 200 low skilled incumbent workers having receiving promotions and/or wage increases as a result of training in a targeted industry.</p> <p><b>FY 11</b> 50 - 100 participants.</p> <p><b>FY 12</b> 50 - 100 participants.</p> <p><b>FY 13</b> 50 - 100 participants.</p>	<p>5/5/11: Convened manufacturing consortium with intent to identify training for incumbent workers (see manufacturing above).</p> <p>2/15/11: Provided WTF technical assistance to three companies; Bristol County Savings was awarded \$250,000 - did not include in total because not a targeted sector.**</p> <p><b>2/12: Cosponsored a workshop to encourage vendors to include ESOL in WTF applications.</b></p> <p><b>2/12: Provided input for \$ 1mm DESE ABE with \$141,000 Pathways Sector training component.</b></p> <p><b>2/12: Two WIB staff members trained as readers that will provide \$2,500 in revenue for reviewing and selecting ABE contractors.</b></p> <p><b>2/12: Partnering w/BCC to conduct training needs assessment in 8 local Mfg. companies.</b></p> <p><b>2/8/12: WIB Staff completed initial review of EPEC Industries in New Bedford Business Park. Subsequent meeting held with WIB E.D. and Tom Davis.</b></p> <p><b>2/12: \$20k Polaroid Grant awarded to BCC for ABE services.</b></p>	<p>See targeted industry funding strategies above for Healthcare and Manufacturing.</p>	<p><b>Total Needed \$500,000</b></p> <p><b>Funds Allocated to Date \$161,000 Revised 3/12</b></p> <p><b>Funding Gap (\$339,000)</b></p>
<b>Out Of School Youth</b>	<p><b>Out of School Youth Stats:</b></p> <ul style="list-style-type: none"> <li>About 2,200 youth (16-24) out of school.</li> <li>About 2,800 (14%) youth (16-24) out of work and out of school.</li> <li>Estimated number of Black youth (16-24) is about 1,000.</li> <li>Estimated number of Latino youth (16-24) is about 2,500.</li> <li>45% of Black youth (16-24) are out of work and out of school.</li> <li>20.6% of Latino youth (16-24) are out of work and out of school.</li> <li>The labor force participation rate* for Black youth is 56.9%.</li> <li>The labor force participation rate* of Latino youth is 52%.</li> <li>Black youth population (16-24) has increased by 59.5% from 2000 to 2007.</li> <li>Latino youth population (16-24) has increased by 73.7% from 2000 to 2007.</li> </ul> <p>* Labor force participation rate is the proportion of the working age population that is employed or looking for work.</p> <p>* 31% of all youth within GNB region have been out of work for at least 12 consecutive months.</p> <p>* Of those working, mean hours average fewer than 29 within a 37 week period.</p> <p>* 75% of single mothers are between ages 16 - 24; 70% of them are poor.</p>	<p>Increase hiring rate of youth within healthcare, manufacturing and clean energy.</p> <p>Increase number of youth in summer job activities.</p> <p>Increase services to parenting and pregnant youth.</p>	<ol style="list-style-type: none"> <li>1) Target outreach to older out-of-school youth, including collaborative outreach/recruitment efforts with other community-based organizations, such as the Shannon Grant-funded H.O.P.E. Collaborative, Dream Out Loud, 3rd Eye Unlimited, Immigrants Assistance Center.</li> <li>2) Continue dialogue with employers as part of the awareness building effort. Also, use Connecting Activities network to develop internship opportunities.</li> <li>3) Consider opportunities for OJTs whenever possible.</li> <li>4) Work with YouthBuild to develop an accelerated GED/Trade training program for WIA youth.</li> <li>5) Increase Work Based Learning Plans for population by 10% of that reported in FY11 .</li> <li>6) Implement Common Measures goals prepared by Commonwealth Corporation.</li> </ol>	<p><b>By FY 13</b> 100 participants achieving a 60% hire rate (employed and receiving a wage) in healthcare, manufacturing and clean energy.</p> <p><b>Provide work readiness and training within Healthcare, Durable Manufacturing, and Clean Energy/Retail.</b></p> <p><b>Include internships.</b></p> <p><b>FY 11</b> 35-50 exites with 20 youth hired into targeted industries.</p> <p><b>FY 12</b> 35-50 exites with 20 youth hired into targeted industries.</p>	<p>6/8/11: Mayor's Hire A Youth Calling campaign produced over \$3,300 in new pledges to date and 5 new jobs for youth. CDM also stepped forward with \$10,000 in stipends to support 40 youth. To date approximately 30 donors have pledged jobs or stipends.</p> <p>10/15/10: Funds through foundations are being solicited.</p> <p>-Early college dual enrollment for at-risk youth.</p> <p>2009: Employers were surveyed to ascertain their willingness/ability to employ at-risk youth, broken down by age. Employers indicating a willingness to employ at-risk youth wanted only older youth.</p> <p>Previous Years Funding (FY10/11): ARRA - \$80,000. Area Schools - \$40,000</p> <p><b>2012: Working with Commonwealth Corporation on possibility of a statewide \$5mm application to USDOL Innovation Fund to establish a CNC youth pipeline training program. \$20k allocated to OOS ITA.</b></p>	<ol style="list-style-type: none"> <li>1) Develop proposals with YouthBuild and New Directions to support GED/Trade.</li> <li>2) Continue focus on Dual Enrollment model for funding.</li> <li>3) Monitor local, state, and federal funding opportunities, including JAG and DOL grants.</li> <li>4) Develop comprehensive funding strategy for summer jobs - including business sponsorships, Mayor initiatives, and leveraging of prior year donors.</li> <li>5) Identify funding to help with summer youth staffing/logistics (para-professionals).</li> </ol>	<p><b>Total Needed \$450,000</b></p> <p><b>Funds Allocated to Date \$140,000 Revised 3/12</b></p> <p><b>Funding Gap (\$310,000)</b></p>

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Non-High School Completers	<b>Non-High School Completer Stats:</b> <ul style="list-style-type: none"> <li>About 40% of New Bedford residents lack a high school diploma. Elevating a portion of this population to "some college" changes this demographic and boosts the overall workforce.</li> <li>24% of the working age population in the area has less than a high school education (32,000 in 2005-2006).</li> <li>37% of those over age 5 speak a language other than English at home.</li> <li>Over half of New Bedford residents over age 25 who speak another language do not have a diploma.</li> <li>25% of area residents are foreign born.</li> <li>High school graduation rates in the city are stagnant at 56-57%.</li> <li>Elsewhere in the region, they range from 72-94% with aggregate still below state level of 81%.</li> </ul>	Increase the educational attainment rate of individuals who did not graduate from high school.	<ol style="list-style-type: none"> <li>1) Work with school department to develop outreach and recovery strategies - Criteria: Those who have a high likelihood of getting their HS/GED within 1-3 years.</li> <li>2) Establish criteria for likelihood of getting GED in 1-3 years.</li> <li>3) Develop dual enrollment program.</li> <li>4) Increase Work Based Learning Plans for population by 10% of that reported in FY11 .</li> <li>5) Build alternative pathways to a diploma.</li> <li>6) Develop employer connections for these individuals.</li> <li>7) Include On the Job Training (OJT) and apprenticeship opportunities.</li> </ol>	<b>FY 11</b> <b>Build alternative pathways and dual enrollment models - Develop assessment.</b>  <b>75 individuals without high school diplomas who get a GED.</b>  <b>FY 12</b> <b>75 individuals without high school diplomas who get a GED.</b>  <b>FY 13</b> <b>100 individuals without high school diplomas who get a GED.</b>	11/10/10: Pre apprenticeship expo. 2009 - 2010: Tuition reduction program for GED. 2010: Developing alternative pathways with the Mayor. 2010: Submitted to foundations to fund dual enrollment model. <b>1/12: \$25,000 dedicated to ABE from adjusted FY12 budget.</b>	<ol style="list-style-type: none"> <li>1) Search foundation funding options and monitor our usual local, state and federal funding sources for ESOL, ABE and GED funding.</li> <li>2) Identify funding streams through the Mayor that support alternative pathways. (Amount awarded TBD.)</li> <li>3) Target funders that will support a dual enrollment program.</li> <li>4) Consider non-WIA WIB allocations to reduce tuition.</li> </ol>	<b>Total Needed \$795,000</b>  <b>Funds Allocated to Date \$25,000 Revised 3/12</b>  <b>Funding Gap (\$770,000)</b>
	<b>Additional Priorities (career centers)</b>						
One Stop Performance	<b>OSCC performance stats:</b> <ul style="list-style-type: none"> <li>Approximately 9,000 job seekers each year.</li> <li>Over 500 businesses each year.</li> <li>210 job placements (month of Aug 2010), up from 186 in August 2009.</li> <li>Primarily places in occupations = Office/Administration, Production, Transportation, Construction and Healthcare.</li> <li>80% of placements in FY 11 Industries = Healthcare, Wholesale trade, Manufacturing, Professional/Scientific/Technical, Administrative Support/Waste Management, and Construction.</li> <li>New training enrollments primarily in Healthcare, Transportation/Material Moving, and Office Administration.</li> </ul>	Improve the speed of assessment and eligibility determination.  Increase the number of individuals trained.  Increase the number of people finding jobs.	<ol style="list-style-type: none"> <li>1) Work cooperatively with NDS to assure continuous improvement through personal development programming for staff.</li> <li>2) Implement appropriate review of the charter.</li> <li>3) Use New Directions Business Plan to measure success.</li> <li>4) Monitor the Lead Operator for improvement metrics.</li> <li>5) Leverage more collaborations outside of WIA.</li> <li>6) Find less costly solutions for short term training and direct more focus toward dislocated workers.</li> <li>7) Make every effort to align training with scorecard priorities.</li> <li>8) Focus on OJT.</li> <li>9) Accelerate assessment through the use of a KeyTrain/WorkKeys profiler.</li> </ol>	<b>Assess business plan's effectiveness in contrast to FY11 performance.</b>  <b>FY 11</b> <b>10% increase in job placements and training over prior year.</b>  <b>FY 12</b> <b>10% increase in job placements and training over prior year. Reduce ITA \$ per applicant to train more workers.</b>  <b>FY 13</b> <b>10% increase in job placements and training over prior year.</b>  <b>FY12 Increase OJT's written by 20%.</b>  <b>Reduce average wait time by 10% over prior year.</b>	Highlights: <b>First Charter Review meeting convened on 2/14/12. Review expected to commence in March.</b>  12/2011 Planned \$20,000 of WIA amendment dedicated to NDS staff training.  Reduced ITA training per applicant from \$4,000 to \$3,600 to improve number of applicants trained.  6/9/11: Tremendous support to secure OJTs, already filling 10 positions with another 8 in the queue throughout greater New Bedford.  <b>3/12: Total of 18 OJTs written to date. \$59,400 in vouchers earned.</b>  Improved wait time occurred at a rate of TBD.		<b>Total Needed \$50,000</b>  <b>Funds Allocated to Date \$79,400 Revised 3/12</b>  <b>Funding Gap (+\$29,400)</b>
	<b>Additional Priorities (committee activities not included earlier)</b>						
Roll Up Committee Work Plans	Executive Committee	Maintain High Performing Board Activities.  Continue to market and provide T.A. for WTF.  Conduct WIB Retreat with Leadership & key partners to revise key goals, strategies and objectives.	<ol style="list-style-type: none"> <li>1) Revise WIB Scorecard and Committee Work Plans.</li> <li>2) Update and report out regularly at Board and committee meetings.</li> <li>3) Complete biennial WIB certification.</li> <li>4) Review current WIB Personnel Policy including Performance Eval. process.</li> </ol> <ol style="list-style-type: none"> <li>1) Develop internal capacity to provide T.A. for WTF.</li> <li>2) Present WTF to employer groups, including Chamber.</li> <li>3) Aggressively outreach to employers through social media and e-mail to generate interest.</li> </ol> <ol style="list-style-type: none"> <li>1) Identify what will be affected if \$50K/yr is pulled from other programs/resources each year - develop a WIB hierarchy of needs.</li> <li>2) Present Pros and Cons to the committee.</li> <li>3) New Scorecard by 3rd Quarter.</li> </ol>	<b>New Scorecard and Committee Work Plans by December quarterly meeting.</b>  <b>FY 12</b> <b>4-6 applications submitted to WTF by year end.</b>  <b>4-6 presentations/communications promoting WTF.</b>  <b>FY 13</b> <b>Convene WIB strategic planning retreat.</b>	<b>9/11: Reorganized WIB committee structure; approved by WIB at September quarterly meeting.</b> <b>9/11 WTF Final FY Results: 9 applications at \$626,000/4 awards at \$382,000.</b> <b>6/9/11: Monitoring of Lead Operator completed with draft narrative developed.</b> <b>5/30/11: Provided WTF technical assistance to UpSource, Bristol County Savings, and High Point since Feb 2011. Also submitted own TA application for the WIB to conduct healthcare consortium. Notified of provisional award of \$25,000 for H.C.I.</b> <b>12/23 -2/27: Formal WTF Health Care T.A. grant awarded; Procurement and selection of Project Coordinator accomplished; Consortia of at least 12 employers underway to determine training needs for \$250k grant application.</b> <b>2/8: WIB Staff completed initial review of EPEC Industries in New Bedford Business Park. Subsequent meeting held with WIB E.D. and Tom Davis.</b> <b>3/15: 8 employers representing 3500 workers participating in \$250K WTF application to be submitted by March 30, 2012.</b> <b>3/9: Key members of WIB testify at State Legislative Jobs Creation Commission hearing in New Bedford.</b>		

	Labor Market/Regional Need	WIB/ Regional Goal	Implementation Strategy (Programmatic) (and policy considerations)	Measurable Outcome	Impact to Date - History (include policies implemented - if any)	Funding Strategy	Funding
<b>Roll Up Committee Work Plans</b>	Business Development & Oversight	<p>Improve Brand of the WIB and Career Centers.</p> <p>Develop a comprehensive review of the Charter to be conducted this year.</p> <p>To increase visibility of WIB and CC activities and accomplishments.</p> <p>Develop a plan for WIB sustainability.</p>	<p>1) Approve logo for career centers. 2) Complete design of Career Center web site. 3) Content load Career Center web site.</p> <p>1) Staff to develop initial measures using business plan and charter documents. 2) Convene review team to discuss measures. 3) Consider outside help to conduct the review process. 4) Conduct Review.</p> <p>1) Reestablish newsletter. 2) Employ use of social media.</p> <p>1) Locating funds for sectoral initiatives. 2) Locating money for WIB administration and staff. 3) <b>Marketing to businesses with WTF.</b></p>	<p>Launch WIB site January 2011.</p> <p>Launch Career Center site in FY12.</p> <p>Completed review by April 2012.</p> <p>Enewsletter running bimonthly.</p> <p>Weekly Facebook posts.</p> <p>Achieve \$100,000 in supplemental funding by year-end.</p> <p>Exhibit measurable alternative effort.</p>	<p>6/9/11: New WIB logo and live website launch scheduled for 6/15 annual meeting. Will also include a new draft home page of the career center. 3/15/11: Provided support for marketing OJT including radio and marketing meetings with Career Center staff. 1/1/11: New Charter Implemented. 3/15: Have contracted for or have been written in to new grants in the amount of \$56,000 including RTTT - Connecting Activities; DOL Re-Entry Grant; DOL Innovative Grant; ABE - Polaroid Foundation; DESE ABE Grant reader services; and Health Care Consortium Technical Assistance Grant. -Collaborating and contributing to 2 DOL Innovation Statewide Partners Grant Responses (1. Career Center Delivery of Services - \$6mm statewide; 2. Advanced Mfg. CNC Youth Pipeline OJT - \$5mm statewide).</p>		
	Youth Council	<p>Review Procurement Process to enhance transparency and accountability.</p> <p>Implement annual WIB/Mayor summer jobs campaign.</p> <p>Review and revise Youth Council bylaws.</p> <p>Provide real world job and internship opportunities for all youth using the MA Work Based Learning Plan with the goal of job readiness for all participants.</p>	<p>1) Identify best practices. 2) Revise RFP as needed.</p> <p>Review and revise protocol. Brief new Mayor by January 2012.</p> <p>Establish a working group to prepare recommendations to Youth Council and WIB.</p> <p>Determine total number of WBLP's utilized in FY09,10 &amp; 11 including WIA Title 1 Youth, Youthworks and Connecting Activities.</p>	<p>Implement new process for next round of funding come March 2012.</p> <p>Launch campaign for January 2012.</p> <p>New bylaws approved by Youth Council and WIB.</p> <p>Increase number by 5% in FY13.</p>	<p>4/15/11: Developed and conducted new procurement for in school and out of school youth.</p> <p>6/9/11: Facilitated Mayor's Hire-A-Youth Calling campaign that yielded 5 jobs and over \$2,000 in pledges to date. CDM also donated \$10,000 to support 40 youth.</p> <p>2/6/12: Hired YC Director; started on 2/6.</p> <p>2/8/12: Conducted initial briefing of Mayor on 2/8. Follow up meeting in early March to confirm WIB as lead for Summer Jobs Program.</p>		