



Pioneer Valley Labor Market Blueprint

A Regional Planning Initiative of the
Massachusetts Workforce Skills Cabinet

Implementation Year 1
Mid-Point Report

December 14, 2018

Regional Planning – Implementation Year 1 Mid-Point Report

Planning Region: Pioneer Valley

Date of Submission: December 14, 2018

1. How many times have you convened your regional team?

Since having our Labor Market Blueprint approved by the Workforce Skills Cabinet, we convened the full Regional Planning Core Team on May 24, 2018 and November 7, 2018. The initial meeting of the newly constituted Employer Advisory Committee was held on June 15, 2018. A combined meeting of the Regional Planning Core Team and the Employer Advisory Committee was conducted on November 7, 2018. The Blueprint Implementation Data Group met on April 26, 2018 and September 26, 2018.

2. For each convening, describe:

Date/Group	Attendees	Key Agenda/Objectives	Key Next Steps
April 26, 2018 –Implementation Data Group	Teri Anderson, F/HCC; Jessica Atwood, FRCOG; Greg Bunn, EOLWD; Larry Martin, REBHC	<ul style="list-style-type: none"> • Review of the occupational and industry selection criteria and Supply and Demand Data Tool • Overview of the new Bureau of Labor Statistics methodology for short-term projections • Discussion of the value of the state-wide employer survey • Discussion of a Labor Market Information website • Discussion on the data tools and resources that should be continued to be used • Discussion on utilizing the Regional Organization Advanced Data Sharing (ROADS) database as the repository for regional blueprint data collection • Discussion on receiving aggregated post-secondary data on the majors that are reflected in the regional blueprint 	<ul style="list-style-type: none"> • Greg Bunn will be providing a copy of the last employer survey the state did in 2013 • Larry Martin will contact MA Executive Office of Education for a recommendation on a representative that can provide support for post-secondary data • Larry Martin will create a more comprehensive list of data tools, reports and sources for the team • Jessica Atwood and Larry Martin will follow up with the team on discussions from the next ROADS partnership meeting regarding utilization of the ROADS database

Date/Group	Attendees	Key Agenda/Objectives	Key Next Steps
May 24, 2018 - Regional Planning Core Team	REBHC-FHREB Leads and: Jessica Atwood, FRCOG; Debra Boronski, MOBD; Tim Brennan, PVPC; Eileen Brooks, Rep. Wagner Office; Dr. John B. Cook, STCC; Stefan Czaporowski, WPS; Linda Dunlavy, FRCOG; Dave Gadaire, CareerPoint; Kevin Lynn, FutureWorks; Anne McKenzie, HPS; Alice Stiles, GCC Rick Sullivan, EDC; Dr. Diane Prusank, WSU;	<ul style="list-style-type: none"> • Review Role of Regional Planning Team in Blueprint Implementation Process • Authorize Prior Core Team to approve new Work Plan w/ any new funding • Refresher review of the Blueprint • Report out of Data Team • Review-Approve Employer Workgroup Make-up • Review of BP Implementation Goals, Strategies Timeframes, etc. through FY19 	<ul style="list-style-type: none"> • Reach out and Invite new Planning Team reps from Adult Basic Education, Transportation and Small Business interests • Develop Work Plan once issued • Have Core Team review and approve Work Plan • Move Forward with Employer Workgroup formation and meeting • Continue Data Team work • Set November 7, 2018 meeting and agenda for combined Planning & Employer groups
June 15, 2018 - Employer Workgroup	REBHC-FHREB Leads and: <u>Manufacturing:</u> Eric Hagopian, The du Mont Company Hassay Savage, Kristin Maier Carlson, Peerless Precision, Inc./WMNTMA, Caroline Glaser, Pelican Products <u>Health Care & Social Asst.:</u> Jason Pacheco, Baystate Health Systems, Lauren Scruggs, Loomis Communities; <u>Educational Services:</u> Melissa M. Shea, Esq., SPS, Dr. Cheryl Stanley, WSU <u>Accommodation, et al.:</u> Jason Randall, MGM, Cyndee Shivley UMass; <u>Agriculture et al.:</u> Phil Korman, CiSA, ; <u>Prof. Sci. et al:</u> Jackie Fallon, Fallon IT	<ul style="list-style-type: none"> • Provide Overview of Pioneer Valley Labor Market Blueprint (Goals and Strategies-2018-2022, Mutually Reinforcing Activities, Considerations Moving Forward) • Discuss Roles and Connectivity in the Blueprint Implementation Process (Between The Two Workforce Boards, The Regional Planning Team, The Employer Advisory Committee • The feasibility of conducting a Regional Workforce Summit (Goal 6, 3rd bullet) was initially discussed and we are doing some further thinking on that 	<ul style="list-style-type: none"> • Supported Invite new Planning Team reps from Adult Basic Education, Transportation and Small Business interests • Set November 7, 2018 meeting and agenda for combined Regional Planning Core Team and Employer Advisory Committee
September 26, 2018 – Data Group	Teri Anderson, F/HCC; Lawrence DeSalvatore, DESE, Molly Goren-Watts, PVPC, Larry Martin, MHHCBW, Tom Thacher, MHHCC	<ul style="list-style-type: none"> • Overview of the Blueprint • Overview of the goals and tasks for the data team for FY 2019 to include a tools and document review and online information 	<ul style="list-style-type: none"> • Prepare agreed upon Top 3 Priorities for FY 19 as the primary goals and objectives for the data team to present on November 7

Date/Group	Attendees	Key Agenda/Objectives	Key Next Steps
November 7, 2018 – Planning Team and Employer Workgroup	<p><i>MH WFB Leads and:</i> Planning Team: Teri Anderson, MHFHCC, Jessica Atwood, FRCOG; Debra Boronski, MOBD; Tim Brennan, PVPC; Stefan Czaporowski, WPS; Dave Gadaire, MHHCC; Susan Leggett, WSU, Eliot Levy, STCC, Kevin Lynn, FutureWorks; Eileen Monaghan, Rep. Wagner Office, Lidia Rivera, STCC, Judith Roberts, Literacy Project, Alice Stiles, GCC, Rick Sullivan, EDC; Dr. Rock Torrecilha, WSU, Julian Tynes, MA DOT, John Waite, F/CCDC, Gerardo Zayas, STCC</p> <p>Employers: <u>Manufacturing:</u> Kristin Maier Carlson, Peerless Precision Inc./WMNTMA; <u>Health Care & Social Asst.:</u> Jason Pacheco, Baystate Heath Systems, Amy Timmons, Service Net; <u>Educational Services:</u> Dr. Christina Royal, HCC, Melissa M. Shea, Esq., SPS, Dr. Cheryl Stanley, WSU <u>Accommodation, et al.:</u> Jason Randall, MGM Springfield</p>	<ul style="list-style-type: none"> • Data Collection and Information Sharing: <ul style="list-style-type: none"> ○ Top 3 Data Team priorities ○ Website pages for priority/ other critical industries & occupations • Categorization of Educational Career Pathway Programs and Business Engagement in BP <ul style="list-style-type: none"> ○ Review Ch. 74 aligned inventory and Community College matrix sorted by industry - Discuss need for another workgroup of Educators to expand pathways to our 4-year college and ABE offerings; get employers to weigh in on gaps; supply needs ○ Review ABE doc to show % students in PV and WF role and DESE ABE Career Pathway rubric • Alignment of Workforce Development, Economic Development, and Education Plans and Activities <ul style="list-style-type: none"> ○ Review how WF Local Plan intercedes w/ RP Strategies ○ Review how CA Regional Plan requirements overlap ○ Review WFD-Education-ED Strategic Plan Cross-Walk and discuss future updates plans, Strategic or otherwise, and/or activities that may converge with RP activities & MRAs 	<ul style="list-style-type: none"> • Send back out the Community College program matrix for some editing • Form Educator Workgroup with Westfield State University willing to co-steer this work • Revise Strategic Planning Documents matrix to add Transportation related planning documents and where possible, hyperlinks to the documents cites • Develop meeting schedule for 2019 to include 2 separate meetings of the Regional Planning Core Team and Employer Advisory Committee and one combined meeting.

3. What are your future plans and objectives for convenings of your regional team? How will you alter the format or content of your meetings based on the content and results of the first set of meetings this year?

The convenings have gone well and the structure, format and content are working for us. Convenings are providing the intended strategic guidance and direction, and partners are invested in the work. We have good balance between the three principal areas of economic development, workforce development and education, and are beginning to see significant convergence of ideas and thinking that will inform and strengthen the Blueprint implementation process as we move incrementally through the five-year (2018-2022) plan. We continue to conduct all meetings at business /industry locations which allows us to keep our focus on the macro issues of demand vs. supply, supply gap ratios, employer engagement, transferring data into actionable ideas, job seeker service flow, and career pathway analysis.

4. Have you developed any subcommittees this year? If so, describe their membership and purpose.

Yes, see above Table for Employer Advisory Committee, Educator Workgroup and Implementation Data Group.

5. How have you continued to engage employers in the implementation of your regional plan?

The Employer Advisory Committee was formed specifically for this purpose and has representation from all priority and other critical industries. The Committee is representative of all three counties and is a good mix of legacy companies and small and medium sized industries (SME). MHCWB, working closely with selected business members of the committee recently completed two workforce surveys. The ***Workforce Development and Technology Adoption Report (July 2018)*** profiled the Blueprint priority sector of advanced manufacturing and used the survey data to present a series of findings and recommendations that provide guidance and strategic direction to future workforce and technology initiatives moving forward. We shared this report with the Core Planning Team and Employer Workgroup in an email update. In addition, the Healthcare Workforce Partnership of Western Massachusetts surveyed healthcare service providers and regional institutions of higher education to obtain real-time data in the Blueprint occupational groupings of nurse practitioner and physician assistant. The ***Research on the Supply and Demand of Nurse Practitioners and Physician Assistants in Western Massachusetts (November 2018)*** will complement our Blueprint data sets and provide guidance moving into our work in CY 2019. This report will be shared as well shortly. Both of these reports are part of our employer engagement strategy to make certain that we use real time data as a key component to our implementation work.

The implementation of our regional Blueprint is grounded in having an involved and committed group of private sector representatives. Our team has made significant progress in the first six months of our Blueprint implementation work and we are confident of continued success moving forward.

6. What new resources have you applied for as a result of working together **as a team**? - SEE BELOW (see also other local interventions that impact region under Q7-a AND Connecting Activity work and Innovation Pathway pending applications under Q-7b)
- How did you determine the sectoral focus of those new resources? – MUST ALIGN WITH BLUEPRINT PRIORITY AND OTHER CRITICAL INDUSTRIES
 - What was the result of your application?

Fund Source	Lead Applicant (w/ multiple partners from the Pioneer Valley, crossing WFD-Education-ED team)	Training Focus	Result of Application
EOHED	MHHCWB	Advanced Manufacturing and Information Technology	Funded
Mass Tech Collaborative	Bay Path University	Cybersecurity	Funded
EOE Train	Holyoke Community College	Manufacturing or Accommodation/Food Services	Funded
EOLWD Learn to Earn	Holyoke Community College	Healthcare- Medical Assistant	Funded

7. How have you increased the pipeline for your target industries/occupations this year?
- How do you plan to continue to do so in the remainder of this planning year?

Blueprint Priority Industry	Blueprint Other Critical Industry	Blueprint Occupational Groupings	New Pipeline Pathway Program	Incumbent Pathway Program	Partners	Funding Source	Scope of Training	Timeframe
Advanced Manufacturing		<p>Production Workers</p> <p>CNC Operator</p>	Advanced Manufacturing Training Program		MassHire FHWB MassHire HCWB Regional Voc. Tech Schools Berkshire CC Greenfield CC	MA Ex. Office of Housing and Ec. Dev't.	Provide 80-245 hours of training to 63 unemployed/underemployed participants to obtain competencies to obtain entry-level positions as Production Workers (CNC Operators) in regional advanced manufacturing companies	September 1, 2018-June 30, 2019

Blueprint Priority Industry	Blueprint Other Critical Industry	Blueprint Occupational Groupings	New Pipeline Pathway Program	Incumbent Pathway Program	Partners	Funding Source	Scope of Training	Timeframe
Advanced Manufacturing Professional Technical & Scientific		IT IT Support Technician	Advanced Manufacturing Training Program		MassHire HCWB Tech Foundry	MA Ex. Office of Housing and Ec. Dev't.	Provide 300-325 hours of training to 14 unemployed/underemployed participants to obtain competencies to obtain entry-level positions as IT Support Technicians in IT companies or regional advanced manufacturing companies	January 1, 2019-June 30, 2019
Healthcare and Social Assistance		Technical Clinical Workers Pharmacy Technician Trainee Certified Certified Polysomnographic Specialist		Healthcare Competency Based Registered Apprenticeship	MassHire HCWB Baystate Medical Center	U.S. DOL via MA EOLWD-MHDCS	Competency Based Registered Apprenticeship for incumbent employees Pharmacy Technician Trainee Certified (3) Certified Polysomnographic Specialist (3)	Nov. 1, 2018-Nov. 30, 2019 January 1, 2019-December 31, 2019
Advanced Manufacturing		Production Workers CNC Operator		Advanced Manufacturing Time Based–2,000 Hour Registered Apprenticeship	MassHire HCWB Smith & Wesson STCC	U.S. DOL via MA EOLWD-MHDCS	Time Based, 2,000 Hour Registered Apprenticeship for 16 incumbent Smith & Wesson employees	January 29, 2019-January 28, 2020
Healthcare and Social Assistance		Direct Care Workers Medical Assistant	Learn to Earn		MassHire FHWB MassHire HCWB HCC GCC Baystate Medical Center	FY19 State Budget via Commonwealth Corporation	Provide training to 63 unemployed DTA recipients to obtain competencies to obtain Medical Assistant positions in hospitals, medical practices	September 2018-June 2019

Blueprint Priority Industry	Blueprint Other Critical Industry	Blueprint Occupational Groupings	New Pipeline Pathway Program	Incumbent Pathway Program	Partners	Funding Source	Scope of Training	Timeframe
Advanced Manufacturing Accommodation and Food Services		Academic Readiness and Essential Skills in preparation for training in advanced manufacturing or Accommodation and Food Services. Occupational Grouping to be determined.	TRAIN Pioneer Valley Consortium		MassHire FHWB MassHire HCWB HCC GCC STCC	MA Department of Higher Education	Provide Academic Readiness/Essential Skills/Job Readiness competencies to 60 unemployed in preparation for transition to pathway training in Advanced Manufacturing or Accommodation and Food Services	
Advanced Manufacturing		<u>Production Workers</u> ✦ Sheet Metal Mechanics ✦ Mechanical Assemblers	Metal Fabrication Training Program		MHHCWB Sheet Metal Union Local 63	City of Springfield	Provide 160 hours of training to 14 unemployed/underemployed participants to obtain competencies to obtain entry-level positions as Production Workers in regional manufacturing/fabrication companies	November 19, 2018-March 31,2019
Advanced Manufacturing	Entry-level Machine Operators	<u>Production Workers</u>	Potential Foundational Manufacturing course to be implemented for Ware High School Seniors		FHWB & FH STC Ware School District 3 Rivers STC Potentially, HCC and/or MassMEP Ware-region employers; Possibly Quaboag CDC	AMP IT UP & potential EOHEd	80-hour Foundational Manufacturing course preparing high school youth for MacWic Level I exam/credentials.	Possible April-June 2019
Adv. Manufacturing Healthcare; IT & other STEM		<u>Wide Variety</u>	STEM-Focused Employer-Paid Internships		MHHCWB FHWB Collab. for Educational Services	EOE	22 HC and 20 FH employer-paid internships in STEM industries and/or jobs	Developed Fy19; implemented late Fy19 and Summer 2019

Blueprint Priority Industry	Blueprint Other Critical Industry	Blueprint Occupational Groupings	New Pipeline Pathway Program	Incumbent Pathway Program	Partners	Funding Source	Scope of Training	Timeframe
	Professional, Technical / Scientific Services	<u>Computer User Support Specialist; Web Developer; Office Ass't/Tech Support</u>	YouthWorks IT		MHFHWB FHCC Community Action of the Pioneer Valley Greenwave-Solutions; Suite3	MA YouthWorks Year-Round Program	FY19 planning for an approx. 12 hrs/wk entry level IT training for 12 eligible in-school and out-of-school Northampton region youth, to be implemented in FY20.	FY19 Planning FY20 Pilot to be implemented
Healthcare & Social Assistance		<u>Direct Care Workers</u>	YouthWorks Year-Round		MHHCWB, Westfield Public Schools	MA YouthWorks Year-Round Program	FY19 planning for healthcare careers for Westfield students, to be implemented in FY20.	FY19 Planning FY20 Pilot to be implemented

b. How have you collaborated with Connecting Activities or Innovation Pathway programs?

For Connecting Activities, see entries above. Also, we were approved for additional funding to develop a “CA Blueprint” that is aligned with the Pioneer Valley Blueprint to increase opportunities for internships in our priority and other critical industries and occupations. It is to be submitted by the end of December, 2018. Thus far as a baseline for the #s of internships in SY’2018 that were aligned, we see the following:

Priority Industries	Hampden	Franklin-Hampshire	Pioneer Valley
Manufacturing Science and Engineering	26	25	51
Educational Services	86	254	340
Healthcare and Social Assistance	133	87	220
Totals	245	366	611

MHHCWB is a partner in the following two **Innovation Pathway Designation (IPD)** programs recently approved by the MA Department of Elementary and Secondary Education:

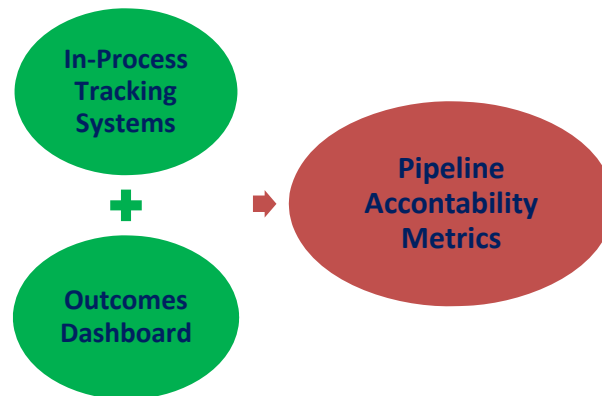
IPD School	Blueprint Priority Industry	MHHCWB Partner Status	Funding Source	Timeframe
Agawam High School	Advanced Manufacturing	General Partner	MA Department of Elementary and Secondary Education	October 2018 June 30, 2019
West Springfield High School	Advanced Manufacturing	Lead Partner	MA Department of Elementary and Secondary Education	October 2018 June 30, 2019

MHFHWB supported an IPD program that was approved last year and is being implemented in Northampton High School for Information Technology and has enrolled served two cohorts of 15 students. The Hampshire County STC Coordinator is helping to develop internships for students, and a new YouthWorks IT program is working to align with/complement it as noted above.

8. What work have you done to track the number of new pipeline spots your team has developed or wants to develop, i.e. dashboards or other tracking systems? *Please include examples of dashboards you are working on for pipeline data. The WSC team plans to use this information to build a unified tracking template across our seven regions.*

At this juncture, we are collecting baseline data as noted above about the career pathway programs at the secondary and post-secondary levels, along with various training programs being tracked as noted in Q7a. In order for all regions to be consistent in reporting outcomes such as graduates from our priority and other critical industry aligned programs numbers of job seekers who enter employment in our region (or perhaps the State), we will need state-level help in setting up appropriate tracking and reporting systems. We would welcome assistance from the EOE with student data; EOLWD with MOSES outcomes, and other outcome data to be determined.

Maybe development of OUTCOME DASHBOARDS to track both “in-process” and “outcomes: that feed into pipeline accountability metrics, example:



9. What progress have you made towards your other Year 1 goals?

Besides all of the above, additional items of progress and activities NOT noted above that we have reported on via email communications to our team include the following:

Blueprint Section	Activities/Outcome
Goal 2, bullets 2 and 3 - Additional partner engagement	Meeting with Michael F. Malone, Vice Chancellor for Research & Engagement, UMass-Amherst regarding their future engagement in our work. Follow-up meeting with other UMass faculty/researchers in Q-1 CY 2019. Included and engaged John Waite from the Franklin CDC who represents the viewpoint of entrepreneurs, small businesses, the regional food system and non-traditional financing in our meetings. Valley Venture Mentors is going through a leadership change and we will reach out to them in 2019.
Concluding Considerations Moving Forward – Comment on new degree approval process	Meeting with Bob LePage, Assistant Secretary Career Education at EOE, who has attended and participated in our Regional Planning Team meetings, and discussed the state’s process in approving new Degree programs as well as Certificate programs. We shared the results of this meeting with the teams.
Goal 1, Strategy 3 - Align future economic development plans with workforce plans	<p>David Cruise met with Rick Sullivan of the EDC of Western MA. EDC’s current Strategic Plan pre-dates our Regional Planning process, however future Plan updates will align with our coordinated work. Also, we since learned that the FY19 application for state Regional Economic Development Organization (REDO) funding included the following sub-section as part of the deliverables and metrics which also aligns:</p> <ul style="list-style-type: none"> • Workforce Development Deliverables: Consistent with the goals of the Governor’s Workforce Skills Cabinet, ensure that initiatives and collaboration efforts are aligned with regional economic development, workforce development, and higher education strategic planning priorities. Work in partnership with universities, community colleges, regional Workforce Development Boards, and vocational-technical schools to build pathways for available jobs in high-growth industries. • Reporting Metrics: Provide list of key employment statistics in the region; Host at least 1 job fair connecting vocational-technical school students with local employers; Participate in Workforce Skills Cabinet regional events and meetings, working with MOBD Regional Director to fulfill ad-hoc requests. <p>Both Workforce boards continue to work closely with the Franklin Regional Council of Governments and Pioneer Valley Planning Commission as members of their CEDS (Comprehensive Economic Development Strategy) Committees to ensure that WB-identified Priority Industries are addressed/included and Regional Plan goals acknowledged and integrated.</p>

Blueprint Section	Activities/Outcome
Goal 2, Strategy 1 on asset mapping/Goal 7, Strategy 1 on ID'ing existing educational/career pathway programming/Goal 8, Strategy 1 on ID'ing current secondary-level pathway programming	With Bob LePage's assistance, received and mapped out PRIOR State Capital Skills Grant Investments in our priority and critical industries-related programming at the secondary and community college level. We are awaiting the results of the newest round of CSG requests.
Goal 4, Strategy 2 - Creating a coordinated approach to business outreach	Met with Debra Boronski from MOBD who shared with us some prior research she had done to begin some preliminary discussion on who, how and why different entities outreach to businesses and possible ways to ensure better communication and coordination. Regional office of MOBD fully invested in Blueprint implementation moving forward.

We also developed a “Dashboard of Progress Towards Goal Implementation Through December, 2018” which is an Attachment to this Mid-Point Report and that we will send out to our team as well.

Lastly, we requested that the WSC designated members of the Pioneer Valley Core Planning Team place the Pioneer Valley Labor Market Blueprint at an appropriate location on their respective websites. We received affirmative confirmations and appropriate action has been taken to place the Blueprint on the web sites of the Economic Development Council of Western Mass, Franklin Regional Council of Governments, Hadley Public Schools, MA Office of Business Development (pending appropriate state approval), Pioneer Valley Planning Commission, Springfield Technical Community College, Westfield Public Schools, and Westfield State University.

10. Describe at least two challenges you have experienced in your work to implement your Year 1 goals.

- a) We are struggling to capture and display accurate data related to the Agriculture and Sustainable Food Systems industry that conducts business primarily in Franklin/Hampshire counties. Analyzing the data will assist us in assessing the impact of this industry which is a hybrid of farm, manufacturing, and entrepreneurial businesses in the region and how we can develop creative, industry specific educational pathway programs along the Gr. 9-16 educational continuum.

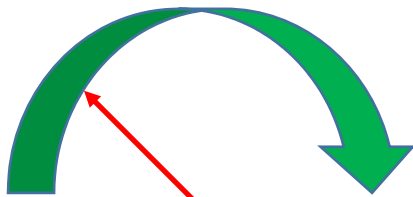
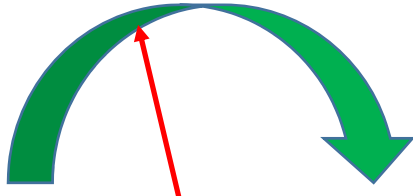
The Data Workgroup is suggesting we re-define Agriculture & Sustainable Food Systems as a cluster and not an industry and that based on cluster definitions from the US Cluster mapping website that it should consist of the following sub-clusters: a) Food Processing and Manufacturing, b) Agricultural Inputs and Services and c) Local Food and Beverage Processing and Distribution. This should help.

- b) We continue to use data to drive the implementation of our goals and accompanying strategies. Access to updated statewide data and identifying key points of contact across the WSC secretariats will be essential moving forward.

11. What other support would be useful from the Workforce Skills Cabinet?

We stand ready to participate in any statewide convening, communities of practice, etc. that the WSC moves forward with as well as to assist in ensuring we have updated data to base our future implementation strategies on as well as have consistent unified reporting metrics across the regions.

Pioneer Valley Labor Market Blueprint
Dashboard of Progress Towards Goal Implementation Through December, 2018

<p>Goal 1: Align Workforce, Education and Economic Development Activities</p>  <p>No Progress Fully Implemented</p>	<p>Goal 2: ID and Align Partner & Stakeholder Assets, Resources</p>  <p>No Progress Fully Implemented</p>	<p>Goal 3: Collect, Analyze and Disseminate Data</p>  <p>No Progress Fully Implemented</p>	<p>Goal 4: Create Coordinated and Improved Business Engagement Process</p>  <p>No Progress Fully Implemented</p>
<p>Goal 5: Provide Job Seekers Detailed Info on Jobs & Career Pathways Aligned to Blueprint</p>  <p>No Progress Fully Implemented</p>	<p>Goal 6: Develop Communication Plan with Partners-Stakeholders</p>  <p>No Progress Fully Implemented</p>	<p>Goal 7: Design Pathway Programs Aligned to Blueprint</p>  <p>No Progress Fully Implemented</p>	<p>Goal 8: Classify Secondary School Programming Aligned to Blueprint</p>  <p>No Progress Fully Implemented</p>