



Pioneer Valley Labor Market Blueprint

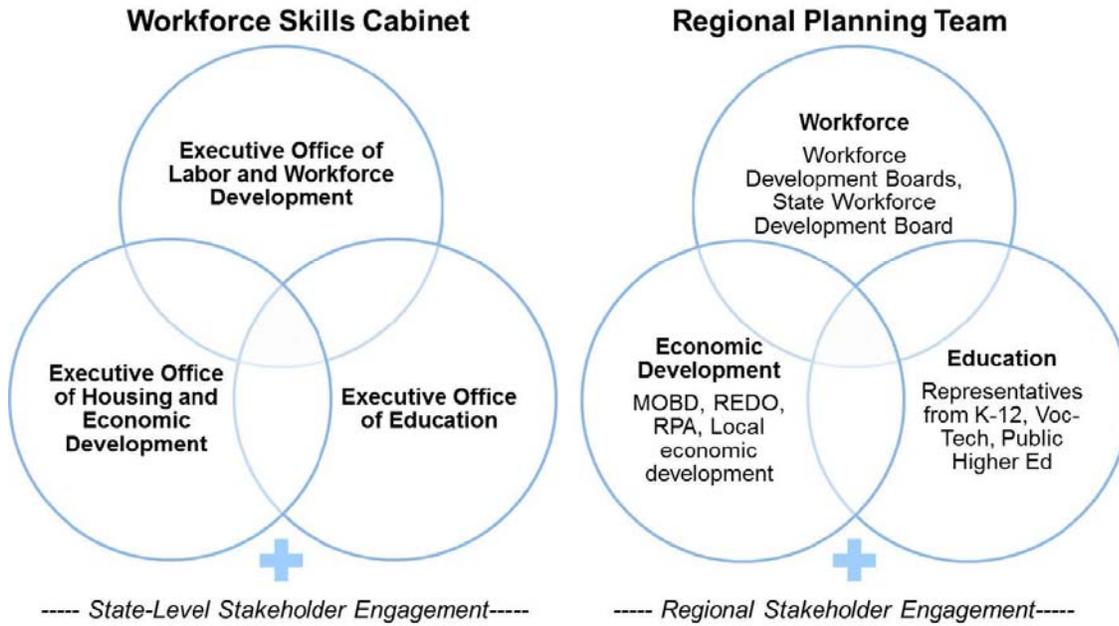
A Regional Planning Initiative of the
Massachusetts Workforce Skills Cabinet

Implementation Year 3
Mid-Point Report

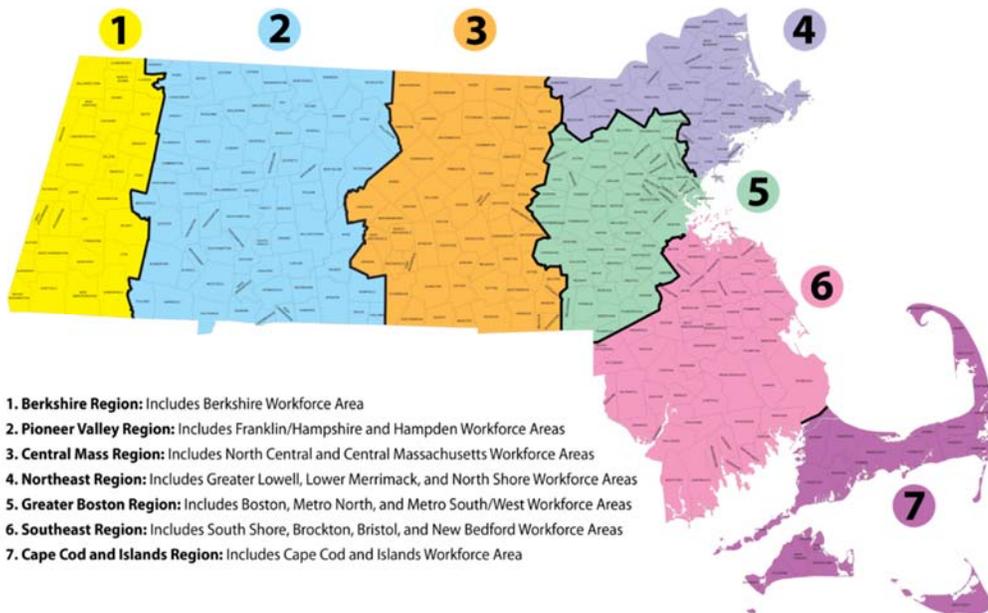
February 26, 2021

WIOA Regional Planning

New State-Regional Structure



Region #2: Pioneer Valley





Regional Planning – 2020-2021 Mid-Year Report

Planning Region: Pioneer Valley

Date of Submission: February 26, 2021

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

The Pioneer Valley Regional Planning Core Planning Team met three times (June 26, August 21 and November 6, 2020), which in each case was combined with our Employer Advisory Committee. Our Data Team meeting was held on September 18, 2020). Electronic communication continued with Educator Workgroup for the development of various Career Pathway reports.

2. For each convening, describe:

a. Attendees

- June 26, 2020 – 4 employers, 8 education, 3 economic development and 4 workforce partner representatives, plus Workforce Board staff
- August 21, 2020 – 2 employers, 7 education, 3 economic development and 4 workforce partner representatives, plus Workforce Board staff
- November 6, 2020 - 4 employers, 7 education, 5 economic development and 2 workforce partner representatives, plus Workforce Board staff
- September 18, 2020 – 1 workforce development, 1 planning, 2 economic development, 1 DESE, plus Workforce Board staff

b. Agenda and/or Objectives

- June 26, 2020 – DRAFT PV Blueprint Update review (including extensive discussion on COVID related impacts); updated data package highlights, review of Dashboard progress; update on updates to Strategic Plan alignment, current status of Educational Pathway Report collateral; update on Healthcare Hub Opportunity
- August 21, 2020 - FINAL PV Blueprint Update review; review of COVID labor market data points/tools; Continued discussion on COVID impacts on business re-openings, education, economic development and workforce system delivery; overview of the Healthcare Hub Grant status as well as the “Bridge” Manufacturing Technology grant
- November 6, 2020 – Introduce Rebecca Bialecki as new MassHire F/H WFB Director; Data workgroup update; Review Strategic Plan Crosswalk document and discuss updates; Review final Career Pathway Addendum Report of Non-Credit Career Courses at the Community Colleges related to the Healthcare and Social Assistance Industry; Review Template of Career Pathway Addendum Report on Regional Community Colleges and Westfield State University Program Graduation and Employment Status; Discuss status of new Career Pathway Social Assistance Roadmap; Discuss status of Career Pathway Addendum Report on Adult Education

Program Capacity; Provide update on Healthcare Hub Planning and West MA Manufacturing grants; Review schematic of the EOLWD Road to Reemployment strategy; review proposed meeting schedule for 2021

- September 18, 2020 - Discussion on the recent blueprint update submission; New data tools released by the Workforce Skills Cabinet; A brief overview of the Manufacturing USA Initiative and the state Mass Bridge project; new data information updates and ideas from the team members
- c. Next steps resulting from meetings – Continued focus on all aspects of our Regional Work Plan and update the DASHBOARD for this report (see Attachment A), plus:
 - June 26, 2020 – Incorporated various feedback points on the draft Blueprint Update and send back out for final comments prior to submission to EOLWD
 - August 21, 2020 – Shared results of Healthcare Hub grant submission; share new Work Plan once submitted; shared 2020 Workforce Development and Technology Adoption Survey Report once completed as based on responses from forty (40) targeted advanced manufacturing companies
 - November 6, 2020 – Shared Final Social Assistance Roadmap; links to WFB websites with links to all Career Pathway reports to date; shared link to EOLWD Tableau data sets; sent out final meeting schedule for 2021; sent out Career Pathway Addendum Report on Adult Education Program Capacity
 - September 18, 2020 – Continue review of skills gap changes in priority occupations for recommendations to the core partners on updating priority occupations. In addition, continue to monitor LMI data impacted by COVID for recommendations to the core partners.
- 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?

We will continue to work with our Regional CORE Team and three (3) Work Groups as per our approved Work Plan and:

- Continue to communicate electronically;
- Convene* the Educator Workgroup once Career Pathway Addendum Reports on Program Graduation and Employment Status and Adult Education Capacity are ready for review and then send them out as completed; and
- Convene* the Core Planning Team and Employer Advisory Committee as planned but may combine them as we did in 2020

* Likely via Zoom vs. in-person

- 4. How has your team's work adjusted this year to respond to the changing labor market as a result of COVID-19?
 - As noted in above Core Team/Employer convenings factoring in the impact of COVID on workforce, education, economic development, industry sectors, etc. was central to our discussions.

- Data Team- Primary goal was re-prioritize from “Using regional labor market information to identify new and emerging industries and occupations with the capacity for development of new career pathways” to an emphasis on post-COVID career pathways across industries and occupations.

The COVID -19 pandemic had varied and real-time impacts on workforce **DEMAND** on Region 2’s three Priority Industries and occupational groupings, and on our “Other Critical Industries” and occupational groupings. On March 1, 2020, the monthly unemployment rate in the Region 2 was in the range of 3.4%-4.7%. As of December 2020, that range had increase to 6.6% - 8.9%. Although several companies in targeted industries, particularly those providing goods and services in response to the Governor’s declared State of Emergency and the ensuing Stay Home Orders/Advisories, continued to hire, several other industries continued to incrementally lay off/furlough employees, contingent upon the virus surge and mandated policies at the State level in response to these surges.

The availability of the vaccines and the incidence of the population electing to be vaccinated will have to be monitored closely to gauge its impact on both the pace of the economic recovery and regional demand and supply issues. It may be well into CY 2021 Q-4, and CY 2022 Q-1 before we begin to fully understand the economic forces and labor market dynamics in play, and be in a position to fully comprehend the scope and direction of our Blueprint implementation planning and resources deployment.

To that end, the Region 2 Regional Planning CORE team has remained focused on the following broad categories and will continue to adjust our planning strategies and tactical deployment schemes accordingly:

A. Continuous Communication

Region 2 continued to drive the implementation of our Updated Blueprint through the on-going work of the CORE Team and our three Work Groups/Teams that form Region 2’s policy and programs development unit. The teams met regularly throughout CY 2020, often in Joint Meeting configuration, and have an established meeting schedule for CY 2021 of our working groups as previously noted.

B. Focused Resources and NEW Resource Acquisition

The Blueprint Implementation Teams aggressively secured funding focused on responding to the training and employment needs of priority industry sectors and occupational groupings in Region 2. The teams were consistent in “connecting” funding to our original Blueprint Work Plan Goals and Strategies, and ensured that our WIOA funded programming and our non-WIOA resources had connectivity, alignment, and cross-metrics that focused on outcomes and results. A summary of current and projected Resources is detailed in No. 7 below.

C. Pipeline Expansion

Region 2 continued to focus its Blueprint implementation work on job creation and ensuring that the “Road to Reemployment” for the individuals separated from the labor market due to the pandemic had the resources and supports necessary to accelerate and support the impacted individual’s re-entry into the labor market. The workforce e eco-system in Region 2 pivoted seamlessly to delivery virtual services and will continue to adjust and align our service delivery models to reflect real time conditions.

D. Shared Measurement Systems

Region 2 continued to measure the implementation of our Blueprint Goals and Objectives through our ***Dashboard of Progress*** which was updated and shared with all our partners and collaborators twice a year. (SEE ATTACHMENT A)

In addition, the new Hampden County ***Strategic Plan for FY2021-2023*** (July 1, 2020) and accompanying ***Scoreboard*** included embedded references to the Pioneer Valley Labor Market Blueprint. The Key Performance Indicators (KPI) in the Plan's Scoreboard were updated quarterly and shared with the MHCWB Board of Directors, MHCWB staff, and MassHire One Stop Career Centers, and referenced in meetings and communications with our Regional Planning CORE Team, three Work Groups, and broader array of regional stakeholders.

The updated Franklin Hampshire Workforce Board Strategic Plan 2020-2025 also reflected alignment with the Regional Blueprint, including emphasis on career pathway development in priority industries, increasing pipeline capacity through stepped-up readiness training, transportation, re-entry and recovery, and commitment to measuring overall progress and success across the county.

As we entered CY 2021, the CORE team is committed to ensuring that the following Priorities an integral part of our Blueprint implementation work:

- Use Region 2's MH One Stop Career Centers as Hubs to deliver a continuum and array of re-employment services to businesses looking to source talent at all levels, and job seekers whose employment was impacted by COVID-19.
- Use state-wide and regional labor market data to identify new and occupations emerging from the pandemic that will require development of new career pathways and training delivery models.
- Assess all current funding sources, including WIOA Title 1, to ensure connectivity of resource deployment in regional priority and other critical industries.

5. How have you continued to engage employers in the implementation of your regional plan, and how has this engagement shifted as a result of COVID-19?

The Region 2 partnership has continued to work virtually within the following employer partnership infrastructures that are aligned with our Blueprint Priority Industries:

- A. **Advanced Manufacturing**-*Western MA Chapter of the National Tooling and Machining Association*
- B. **Advanced Manufacturing**- *Franklin Hampshire Manufacturing Roundtable*
- C. **Healthcare and Social Assistance**- Healthcare Workforce Partnership of Western MA and the Franklin Hampshire's Healthcare Employer Advisory Group
- D. **Educational Services**- *Diverse Teacher Workforce Coalition*

Region 2 continued to ensure that our infrastructure capacity building was inclusive and broad, and had a perspective that looked for new ways to ensure meaningful and sustained engagement both across and within industries, regardless of size or market segmentation.

During CY 2020, despite the impact of the pandemic on smaller companies, we continued to broaden our employer partners to include more small and medium size enterprises (SME) that drive both innovation and job creation in several of our priority and other critical industries in Region 2.

Some specifics include:

- As noted above, we combined our Core Planning Team with the Employer Advisory Committee members in our convenings and again, the impact of COVID on workforce, education, economic development, industry sectors etc. was central to our discussions.
- The Healthcare Workforce Partnership of Western Mass hosted weekly meetings over a period of two months between nursing school educators and educators in the acute care institutions to discuss strategies to temporarily employ nursing students into high need direct care positions, with a dual goal of increasing student's nursing skills.
- The Healthcare Workforce Partnership of Western Mass is convening regular meetings with Long Term Care (LTC) providers to explore the employment of nursing students in LTC facilities and developing clinical placement and supervision models to increase exposure and interests of nurses towards employment in long-term care.

6. How have you engaged with state-wide organizing structures such as the Healthcare Collaborative and the Advanced Manufacturing Consortium, and how have you linked these engagements back to the work of your regional team?

During CY2020, the Region 2 workforce boards became involved in State-wide employer partnerships through the **MassBridge** initiative, the **Advanced Manufacturing Collaborative**, the **Virtual Manufacturing Training Program**, and the **Healthcare Workforce Hubs** initiative. This allowed us to develop broader employer partnerships in our priority industries that will add value to our existing regional partnerships going forward into CY 2021 and 2022. The following summarizes of Region 2's Involvement in State-wide organizing structures:

- A. **MassBridge-** Region 2 was one of the four designated Advanced Manufacturing Hubs that contracted with the MA Executive Office of Housing and Economic Development to assess, validate, and develop workforce programs to support the development of "Bridge" curriculum and educational pathways between the existing advanced manufacturing training delivery system and the technical demands and requirements of the six Massachusetts USA institutes (MUSAI) involved in work configurations aligned with the U.S Department of Defense.
- B. **Advanced Manufacturing Collaborative-** MHHCWB President served as an appointed member of the Leadership Steering Committee representing the State-wide MassHire workforce board network, and served on the Marketing and Planning Sub-Committee.
- C. **Virtual Manufacturing Training Program-** Region 2 was one of the four designated Advanced Manufacturing Hubs that contracted with the MA Executive Office of Housing and Economic Development to conduct pilot program to familiarize and prepare COVID-19 permanently separated UI claimants for positions/advanced training in advanced manufacturing.
- D. **Healthcare Workforce Hubs-** Region 2 was one of the seven statewide Healthcare Workforce Hubs. The coordinating workforce boards constituted a Steering Committee consisting of regional healthcare service providers, two and four year educational institutions, and community health centers, and community serving organizations to provide strategic guidance and direction to our work during the six month Planning Phase. This broadened our work across the region and will serve us well as move to project implementation in CY 2021- Q-2.
- E. **Long Term Healthcare Care Initiative-** Healthcare Workforce Partnership of Western Mass and Mass Senior Care Association convened and facilitated three meetings to engage long-term

care providers in meaningful discussions to support recruitment strategies for nursing staff and direct care workers. The goal was to link LTC with nurse schools to recruiting nursing students as CNAs and graduate nurse into nursing.

Some specifics include:

- December 2020 – February 2021: The Healthcare Workforce Partnership of Western Mass and Mass Senior Care Association hosted three meetings to engage long-term care providers in meaningful discussions to support recruitment strategies for nursing staff and direct care workers. We had a range of 4-6 LTC administrators at the meetings. Our goals are to link LTC with nursing schools to recruiting nursing students as CNAs and graduate nurses into nursing positions. The Allied Health Collaborative assessing the best follow-up process to explore registered apprenticeships for certified nursing assistants in LTC.
- With funding from CommCorp through the Healthcare Workforce Hubs Grant, the Healthcare Workforce Partnership of Western Mass surveyed employers on current and future workforce demand and convene a series of meetings to review and finalize target occupations short-term trainings and employment.

7. What new resources have you applied for as a result of working together as a team?

- a. How did you determine the sectoral focus of those new resources?
- b. What was the result of your application?

The Region 2 partnership aggressively pursued funding that was aligned with the priority industries and occupational groupings contained in both the ORIGINAL AND UPDATED Pioneer Valley Labor Market Blueprints. The partnership continued to seek diverse sources of funding aligned with both our Blueprint Implementation Goals and Objectives, and our respective Board Strategic Plans referenced in **No. 4** above. All decision-making relative to determining sector/industry/occupational focus was based on the following five (5) inter-related factors:

- Alignment with Blueprint Goals and Objectives
- Analysis of Demand and Supply Labor Market Data
- Input From Private Sector Industry Partners
- Capacity of Regional Educational/Training Infrastructure to Implement Programs and Services
- Flexibility To Pivot To Alternative Delivery Models to Respond to Changing Conditions

Table 1 details new resources that Region 2 applied for and the status of the applications:

RESOURCE	APPLYING ENTITY	OCCUPATIONS	SECTOR/INDUSTRY	APPLICATION STATUS
U.S Department of Defense	<p><u>MassBridge</u></p> <p>Mass Technology Collaborative/EOHED</p> <p>West Region MassHire Hubs Sub- Contract</p>	<p>Robotic Technicians</p> <p>AI Technologist</p> <p>CNC Technicians</p>	Advanced Manufacturing	<p>Awarded Grant- October 1, 2020</p> <p>West Region \$166,972 (3 Years)</p>
Comm. Foundation of Western MA	MHHCWB	<p>CNC Operator</p> <p>Quality Inspectors</p> <p>CNC Programmer</p>	Advanced Manufacturing	<p>Awarded Funding</p> <p>\$18,300</p>
CARES ACT/ U.S Department of Labor	<p><u>Virtual Manufacturing Training Program</u></p> <p>MA EOHED</p> <p>West Region MassHire Hubs Sub- Contract.</p> <p>MHHCWB Lead Agent</p>	<p>General Production Worker</p> <p>CNC Operator</p>	Advanced Manufacturing	<p>Awarded Grant</p> <p>West Region \$500,000</p> <p>January 1, 2021-December 31, 2021 Years)</p>
MA FY 2021 Budget	<p>MA EOHED</p> <p>West Region MassHire Hubs Sub- Contract.</p> <p>MHHCWB Lead Agent</p>	<p>CNC Operator</p> <p>Quality Inspectors</p>	Advanced Manufacturing	<p>Awarded Grant</p> <p>West Region-\$583,750</p> <p>Region 2--\$418, 285</p>
Commonwealth Corporation	<p><u>Healthcare Workforce Hub</u></p> <p>Region 2 –MHHCWB Lead Agent</p>	<ol style="list-style-type: none"> 1. Certified Medical Assistant 2. Certified Medical Interpreter 	Healthcare and Social Assistance	<p>Planning Grant Awarded- October 1, 2020</p> <p>Region 2-\$25,000</p> <p>Implementation Grant to be Submitted on March31, 2021</p> <p>Region 2-\$375,000</p>

RESOURCE	APPLYING ENTITY	OCCUPATIONS	SECTOR/INDUSTRY	APPLICATION STATUS
Healthcare Service Providers Regional Schools of Nursing/Healthcare	MHHCWB- Western MA Nursing Collaborative	Registered Nurses (ADN, BSN)	Healthcare and Social Assistance	Leveraged Investment for FY 2021 Completed: \$92,000

Table 1

8. How have you increased the pipeline for your target industries/occupations this year?
- a. How have you collaborated related to youth pipeline such as with Youth Works, Connecting Activities, Innovation Pathway programs, vocational programs including 2nd shift programs?
 - o Workforce Board leads and staff continue to ensure that activities, work placement focus, employer outreach related to ALL our youth programming including YouthWorks, Connecting Activities, Innovation Pathway programs, WIOA Youth programs and any “after dark” vocational program interest aligns with the Blueprint priorities. Specifically,

Region 2 was a partner in the following Innovation Pathway Designation (IPD) programs, and provided technical guidance and support to each IPD. The pandemic and the IPD school districts pivot to remote/hybrid learning curtailed the level and frequency of engagement, and Region 2 responded by providing a variety of web-based collateral designed to support the goals and implementation strategies of each IPD program. The following summarizes the IPD programming in Region 2:

School/ District	Designation Pathway	Blueprint Priority /Critical Industries
Springfield Conservatory of the Arts/Springfield Public Schools	Information	Professional, Technical, Scientific
Agawam High School/Agawam Public Schools	Advanced Manufacturing	Advanced Manufacturing
Westfield High School/Westfield Public Schools	Biomedical	Healthcare and Social Assistance
West Springfield High School/ West Springfield Public Schools	Advanced Manufacturing	Advanced Manufacturing
Holyoke High School/Holyoke Public Schools	Environmental and Life Sciences	Professional, Technical, Scientific
	Healthcare	Healthcare and Social Assistance

Roger L. Putnam Vocational Technical Academy/Springfield Public Schools was approved as a Chapter 74 Partnership Program (“After Dark”) program operator in the following Region 2 Blueprint aligned occupations: Metal Fabrication/Sheet Metal, Advanced Manufacturing and Allied Health. Due to the pandemic, the program start has been delayed. The participating students have been identified and plans continue for possible implementation in CY 2021 Q-2.

Region 2 has also coordinated the regional development of the new High School Senior Internship in Education Program (HSSIEP) and is poised to support students and school districts in providing work-based learning experiences in the field of education to highly motivated high school seniors in good academic standing, while supporting their school and community-based partners.

- b. How have you collaborated related to adult pipeline training or workforce credential programs such as Learn to Earn, Registered Apprenticeships, Career Technical Initiative Adult Training, Adult Basic Education, Manufacturing Consortium Grants, Donnelly Workforce Success grant or college degree or certificate programs?

Region 2 had significant engagement in a myriad of adult pipeline training or workforce credential programs focused on preparing unemployed/underemployed adults for career pathway positions in the occupational groupings aligned with our priority industries and detailed in the Pioneer Valley Labor Market Blueprint. MHHCWB Provided evaluation services for Learn to Earn grants; provide relevant labor market data for Career Technical Initiative & discussed with DESE at data team meetings; provided LMI and active collaboration with Consortium and Donnelly grants. Other specifics include:

A. Registered Apprenticeship (RA)

MHHCWB was one of two state-wide workforce boards serving as a MA Division of Apprentice Standards (DAS) approved Sponsor for Registered Apprenticeship. Region 2's RA focus was aligned with our priority industries and priority occupational groupings in Advanced Manufacturing and Healthcare and Social Assistance. A summary of Region 2 RA work, including projected work for CY 2021, is included in the Appendix.

B. Career Technical Institute (CTI)

Region 2 did not have any Chapter 74 approved schools submit an application for the initial phase of the implementation of the CTI program for unemployed/underemployed adults- one component of the total CTI program. Region 2 was prepared to partner with any Chapter 74 approved school who applied for approval, and notified each Chapter 74 approved school in Region 2, in writing, of its willingness and the willingness of the three required Region 2 MassHire One Stop Career Centers to partner in the CTI Initiative. Region 2 is supportive of the CTI program and looks forward to program involvement in CY 2021, Q-3 and Q-4.

C. Manufacturing Consortium Grants

The West Region, which includes Region 2, was one of the four statewide Advanced Manufacturing Hubs and conducted new pipeline and incumbent training programs, capacity building and infrastructure development activities, curriculum and technologies assessment, and demand vs. supply analysis as part of the following **Manufacturing Consortium Grants**:

- I. **MassBridge-** Region 2 was one of the four designated Advanced Manufacturing Hubs that was contracted with the MA Executive Office of Housing and Economic Development to assess, validate, and develop workforce programs to support the development of "Bridge" curriculum and educational pathways between the existing advanced manufacturing training delivery system and the technical demands and requirements of the six Massachusetts USA institutes (MUSAI) involved in work configurations aligned with the U.S Department of Defense.

- II. **EOHED -Advanced Manufacturing Training Program-** Region 2 was one of the four designated Advanced Manufacturing Hubs that was contracted with the MA Executive Office of Housing and Economic Development to conduct raining programs for unemployed/underemployed individuals and incumbent employees of regional advanced manufacturing companies during CY 2020, and is currently funded for FY 2021 to provide the provide training to achieve the following participant outcomes:

NEW PIPELINE

Category	Number
Participants Enrolled in Training Program	127
Participants Completing Training Program	111
Participants Completing Training Program and Employed	98
Participants NOT Completing Training Program and Employed	3
TOTAL NEW Pipeline Participants Employed	101

INCUMBENT:

Category	Number
Incumbent Employees Enrolled in Training Program Activity	65
Incumbent Employees Completing Training Program Activity and Retaining Employment	60

- III. **Virtual Manufacturing Training Program-** Region 2 WAS one of the four (4) designated Advanced Manufacturing Hubs that contracted with the MA Executive Office of Housing and Economic Development/ Mass Technology Collaborative to conduct pilot program to familiarize and prepare COVID-19 permanently separated UI claimants for positions/advanced training in advanced manufacturing.

D. Learn to Earn

The Learn to Earn (LTE) Pioneer Valley Partnership completed its training program in June 2020 with a goal to train a minimum of 30 participants over the two-year grant period as Medical Assistants, with a minimum of 22 placements. There would be two training cohorts of 15 students.

E. Adult Basic Education

In partnership with the Region 2 Educator Workgroup, Hampden and Hampshire Franklin Workforce Boards have prepared a new Addendum to the Regional plan, focused on the program capacity of Adult Education (AE) and English for Speakers of Other Languages (ESOL) programs in Region 2 that are currently funded through the Department of Elementary and Secondary Education’s Adult and Community Learning Services (DESE/ACLS).

The intent of this initial review of the AE data is to determine the following:

1. Name and Location of Region 2 Adult Education Training Providers

2. Region 2 Seat Capacity
3. Training Schedules as Points of Access for Learners
4. Employment Status and Goals of the Enrolled Learner

The Addendum summarizes the data points, shares programmatic and operational similarities of the regional AE programs, identifies specialized programs that target selected learner populations, and positions the Educator Workgroup to provide guidance to the AE programs to support their programs and activities to ensure personal and career success for their learners.

MHHCWB and both MassHire Hampden County Career Centers are working with all Hampden County Adult Education providers to formalize referral and enrollment processes for shared customers. All AE programs employ a Career Advisor who is responsible for providing educational and career pathway guidance, services and supports and will work with a single point of contact to coordinate connection to the MassHire One Stop Career Centers for the provision of job training, job matching, and career information services.

9. 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.*

Region 2 has a [Five Year Manufacturing Training Plan 2019-2023](#) that has been approved by the MA Executive Office of Housing and Economic Development. Region 2 created and used the following matrix (Table 2) to track the Regions success in mitigating the Supply Gaps (2019 vs 2023) in the regional advanced manufacturing industry over the five year life of the Plan:

Priority Occupations	Supply Gap (Ratio) 2019 Base Year 1	Supply Gap (Ratio) 2023 Plan Year 5
Production Worker Machinist SOC: 51-4041	-131 (.02)	-95 (.29)
Production Worker CNC Operator SOC: 51-4011	-60 (.81)	-6 (.98)
Inspectors, Testers, Quality Control SOC: 51-9061	-49 (.42)	-5 (.94)
Supervisors (Manufacturing) SOC: 51-1011	-23 (.23)	-18 (.40)
CNC Programmer SOC: 51-4012	-30 (.06)	-3 (.90)
TOTAL	-293 (.48)	-127 (.79)

Table 2

Region 2 supplemented this tracking matrix with data obtained from a [Workforce Survey](#) (Pgs.5-8) of regional advanced manufacturing companies that was conducted from January 2020-April 2020, and projected over the broader regional advanced manufacturing landscape.

Region 2 tracked through regional “Real-Time” Survey Reports of specific occupational groupings in the Healthcare industry, the new pipeline needs of the regional healthcare service providers. The Medical Assistant Report is a sample of this new pipeline tracking and analysis.

10. Describe at least two challenges you have experienced in your work to implement your work plan and goals this year.

Region 2 experienced no significant strategic planning or operational **challenges** that impeded our ability to implement our Blueprint Workplan and Goals. Our CORE Team and three Work Groups continued to meet, albeit in virtual space, to strengthen and broaden our regional partnership, expand training capacity, align current resources and acquire new resources, document and codify best practices learned, and implement targeted Blueprint Objectives focused on mitigating the Supply Gaps in our priority and other critical industries and occupational groupings.

However, the Region 2 partnership identified the following training, and job creation/ retention **issues** emanating, in part, from the economic impact of a prolonged pandemic that must be considered in order to implement pathway development programs that effectively respond to changing labor market **demands and conditions**. These issues will challenge us to be innovative, collaborative, resourceful, and deliberate throughout CY 2021.

- a) Consolidation in selected occupations within the priority industries due to the adoption of new technologies and processes and the emergence of new post- pandemic work structures and patterns.
- b) Reduction in entry level employment opportunities in targeted industries and occupations for new labor market entrants in particular for disconnected youth aged 18-24.
- c) Identifying NEW COVID-19 related occupational groupings, codifying desired skills and competencies, and developing appropriate curriculum and training programs.
- d) Ensuring sustainable funding to provide training/ retraining at a level and scale commensurate with number of permanently separated workers requiring these services in order to either return to or re-enter the labor market.

11. The Workforce Skills Cabinet is preparing for an active planning process to begin in 2021, both due to the significant shift in labor market conditions and the expiration of submitted regional blueprints in 2022. Reflecting back on your participation in the regional planning process from 2017 to the present, what feedback do you have for the Workforce Skills Cabinet for the development of a new regional planning framework that builds on existing work?

Region 2 has appreciated the technical guidance and financial support provided by the Workforce Skills Cabinet throughout the regional planning process. Region 2 would respectfully request that the WSC consider the following:

- a) Revisit the Regional Planning Board allocation formula and consider moving away from allocating funding based solely on the member of workforce boards within each of the seven planning regions. Attainment of Blueprint goals and objectives, completion of planned project deliverables, progress in mitigating the Supply Gaps in priority industries and occupational groupings, broadening and deepening employer partnerships, and evidence of increased regional collaboration within the three CORE partners- economic development, education, and workforce development, should be factors in any future funding allocation formula to

incorporate incentives based on the attainment of goals and milestones and on the quality of the deliverables.

- b) Continue to ensure that all workforce training grant opportunities emanating from the three State Executive Offices that constitute the WSC, include language that references the regional Blueprints and requires applicants to develop proposals aligned with the Blueprints and channeled through the MassHire workforce boards.
- c) Design, implement, and facilitate a State-wide Community of Practice to create a mechanism for the seven Regional Planning areas to meet twice annually to share best practices, challenges, and opportunities for state-wide collaboration.

12. What other support or information would be useful from the Workforce Skills Cabinet?

- Reference the Regional BLUEPRINTS in all communication related to workforce development, and socialize on a national level the Massachusetts Workforce Skills Cabinet workforce governance model and Regional Planning process as a best practice.
- The new leadership at the U.S. Department of Labor provides Massachusetts with a unique opportunity for national leadership in workforce development at a critical time in our history, and a coordinated and concerted effort should be made to seize this moment.
- Would be helpful if the Dynamic Labor Market Tools web page included a reports section on monthly updates on UI claimants, industry and occupational impacts and relevant trend data (<https://www.mass.gov/service-details/dynamic-labor-market-tools>)



Pioneer Valley Labor Market Blueprint

Dashboard of Progress Towards 2018-2020 Goal Implementation Through February 2021 Mid-Year Report

<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>
<p>Goal 9: Implement New Pathway Programs Aligned to Blueprint</p> <p>No Progress Fully Implemented</p>	<p>Goal 10: Increase Availability of Blueprint Aligned Quality Jobs for Sub-BA and BA Job Seekers</p> <p>No Progress Fully Implemented</p>	<p>Goal 11: Increase Number of Blueprint Aligned Quality Jobs with Competitive Wages-Benefits</p> <p>No Progress Fully Implemented</p>	<p>Goal 12: Increase Blueprint Aligned Industry Employment Share for SMEs</p> <p>No Progress Fully Implemented</p>