

MASSACHUSETTS

FACTS: WORKFORCE DEVELOPMENT IN MASSACHUSETTS

Number of unemployed adults in Massachusetts¹

485,168
2009



Individuals in lower income deciles are significantly more affected by unemployment³

	In Poverty	Average
Unemployed	33.5%	9.1%
	2009	

Annual state spending on workforce development²

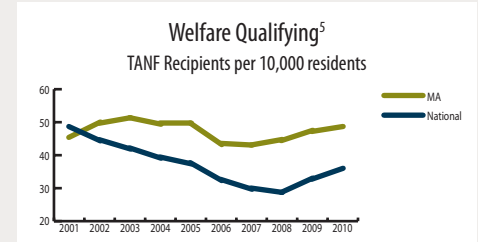
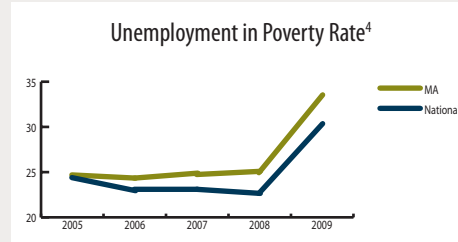
\$1.9 billion
2010

SOCIAL ISSUE INDICATORS

Social Impact Research (SIR) identified two indicators to assess short- and long-term progress towards helping adults facing multiple barriers to employment obtain and retain jobs with opportunities for advancement.

Unemployment in Poverty Rate refers to the unemployment rate among adults living below the poverty line.

Welfare Qualifying refers to the number of adults who are qualified to receive Temporary Assistance for Needy Families (TANF) benefits, more widely known as welfare. Because eligibility criteria regarding factors such as income level, family assets (e.g., car, home), marital status, and age vary by state, aggregate data are not available for this indicator; SIR therefore uses the number of TANF recipients as the best available indication of the number of individuals who are eligible for the program.



WHAT'S HAPPENING IN MASSACHUSETTS

MASSACHUSETTS IS REINVESTING IN WORKFORCE DEVELOPMENT INITIATIVES

In 2007, Governor Deval Patrick reestablished the Executive Office of Labor and Workforce Development as a cabinet-level position and appointed the first Secretary of Labor and Workforce Development in Massachusetts in 16 years. This action has ensured that workforce concerns reach the highest level of state government.

- Since 2007, Patrick has allocated significant monetary resources to workforce development programs:
 - Made a \$56 million investment in worker training initiatives to provide training to and increase wages for over 70,000 workers⁶
 - Invested over \$250 million in federal stimulus money into workforce development programs to support workforce reentry and provide training in high-demand areas⁷
- Recent legislative action has also prioritized job creation and training:
 - In 2008, the state passed a bill to reduce recidivism by increasing job opportunities for rehabilitated individuals with a criminal record, which is one of the greatest obstacles to employment.⁸
 - In 2008, the Green Jobs Act was passed to build the clean technology industry; the act provided \$68M in funding over five years, and included grants to nonprofits for workforce development training.⁹

TWO INITIATIVES IMPROVE JOB OPPORTUNITIES FOR INDIVIDUALS FACING MULTIPLE BARRIERS TO EMPLOYMENT

- **Massachusetts Regional Workforce Strategy Initiative:** This initiative is a statewide effort to build regional pipelines for high-demand jobs. It brings together representation from the academic, business, government, and workforce development sectors to build comprehensive, regionally-focused solutions that bolster industries and create jobs.¹⁰
- **SkillWorks:** A multiyear initiative led by the Boston Mayor's Office of Jobs and Community Services and the Boston Foundation, SkillWorks brings together government, employers, nonprofits, and philanthropy to help individuals facing multiple barriers to employment find family-supporting jobs, and businesses find qualified workers.
 - A \$15M investment in Phase I (2003-2008) provided skills training to more than 3,000 workers; 500 entered the workforce and 250 received raises and promotions as a result.¹¹
 - Phase II (2009-2013) seeks to integrate community colleges into the workforce development system. Funding is expected to reach \$10M in support of advocacy, training, and capacity building.¹²

THE SOCIAL IMPACT RESEARCH PROCESS

SELECTING HIGH-PERFORMING WORKFORCE DEVELOPMENT ORGANIZATIONS IN BOSTON

SIR focused on workforce development because it yields a high social return for donors. Given the substantial positive social and economic impacts associated with workforce training, investment in Massachusetts' workforce development programs proves critical in improving the job prospects of individuals facing multiple barriers to employment. Through desk research SIR determined that of nearly 60 workforce development programs in Massachusetts, approximately 45 are nonprofit, serving at-risk individuals who face multiple barriers to employment, and incorporating to some degree the core components of the SIR high-impact approach: technical training and education, employment preparation and placement services, and complementary social services for basic needs. These programs were invited to participate in SIR's research. SIR then conducted interviews with participating organizations and administered an extensive survey in order to gain insight into the organization's program performance, social impact model, and overall health. Each organization was analyzed using 34 discrete indicators within the following three categories:

- Program Performance: connection to the industry of focus, employer partnerships, skills learned, soft skills taught, job search and placement support, case management, access to social services, and participant assessment
- Organizational Health: financial health and sustainability, board involvement, performance of the management team, and internal data collection process
- Social and Economic Outcomes: systemic change activities, community partnerships, strategies to replicate and/or scale, and efforts to improve program quality

During the analysis each organization was benchmarked by four analysts using SIR's five point scale for each indicator. Based on this analysis, SIR selected six recommended organizations in Greater Boston, listed below. Donors interested in supporting these high-performing nonprofits should refer to the organization reports to learn more about them.

The list of recommended organizations below is not comprehensive and there may be other high-performing workforce development organizations in greater Boston that did not submit data and therefore could not be analyzed.

RECOMMENDED ORGANIZATIONS: EXAMPLES OF HIGH PERFORMERS

ORGANIZATION	LOCATION	# SERVED IN 2009
Asian American Civic Association	Chinatown/Leather District	261
Community Work Services	West End	690
Father Bill's & MainSpring	Brockton	27
International Institute of New England	Throughout Boston	44
JVS	Brighton, Downtown, East Boston, Hyde Park, Roslindale, Roxbury, South Boston	223
St. Mary's Center for Women and Children	Dorchester	22

ABOUT SOCIAL IMPACT RESEARCH

SIR is the independent research department of Root Cause, a research and consulting firm dedicated to mobilizing the nonprofit, public, and business sectors to work together in a new social impact market. SIR aggregates, analyzes, and disseminates information to help donors identify and support the most effective, efficient, and sustainable

organizations working to solve social problems. Modeled after private sector equity research firms, SIR produces research reports, analyzes philanthropic portfolios, and provides educational services for advisors to help their clients make effective and rigorous philanthropic decisions.

ENDNOTES

1. United States Census Bureau, "2009 American Community Survey 1-Year Estimates: Employment Status," <http://factfinder.census.gov>.
2. Official Website of the Governor of Massachusetts, "Governor Deval Patrick's Budget Recommendation - House 1 Fiscal Year 2010," accessed February 22, 2011, <http://my.mass.gov/bb/h1/fy10h1/brec10/dpt/hleol.htm>.
3. United States Census Bureau, "2009 American Community Survey 1-Year Estimates: Employment Status," <http://factfinder.census.gov>.
4. United States Census Bureau, "American Community Survey 1-Year Estimates: Employment Status," Showing data from years 2005-2009, <http://factfinder.census.gov>.
5. Administration for Children and Families, US Department of Health and Human Services, "TANF: Total Number of Adult Recipients," Showing data from calendar years 2001-2010, January 3, 2011.
6. Deval Patrick for Governor, "Accomplishments Brief," accessed February 20, 2011, <http://devalpatrick.com/accomp.php>.
7. Ibid.
8. Commonwealth Workforce Coalition, "Legislative Updates: Governor Patrick's Bill on CORI and Employment - January, 2008," accessed February 20, 2011, http://cwc.cedac.org/new_legislative.html.
9. Official Website of the Governor of Massachusetts, "Governor Patrick Signs Bills to Reduce Emissions and Boost Green Jobs," August 13, 2008, http://www.mass.gov/?pageID=gov3pressrel&L=1&LO=Home&sid=Agov3&b=pressrelease&f=080813_green_jobs&csid=Agov3
10. Executive Office of Labor and Workforce Development, "Working Together: Massachusetts' Regional Workforce Strategies Initiative," accessed February 21, 2011, <http://www.mass.gov/?pageID=elwdhomepage&L=1&LO=Home&sid=Elwd>
11. SkillWorks, "About SkillWorks: Evaluation and Impact," accessed February 25, 2011, <http://www.skill-works.org/about-evaluation.php>.
12. SkillWorks, "About SkillWorks," accessed February 24, 2011, <http://www.skill-works.org/about-evaluation.php>.