



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

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GOVERNOR  
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SECRETARY

September 1, 2018

Senator Joan B. Lovely  
Vice-Chair, Senate Committee on Ways  
and Means  
State House, Room 413-A  
Boston, MA 02133

Senator Jason M. Lewis  
Senate Chair, Joint Committee on Labor  
and Workforce Development  
State House, Room 511-B  
Boston, MA 02133

Representative Jeffrey Sanchez  
Chair, House Committee on Ways and  
Means  
State House, Room 243  
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Representative Paul Brodeur  
House Chair, Joint Committee on Labor  
and Workforce Development  
State House, Room 472  
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Steven T. James  
House Clerk, Office of the Clerk of the  
House  
State House Room 145  
Boston, MA 02133

William F. Welch  
Senate Clerk, Office of the Clerk of the  
Senate  
State House, Room 335  
Boston MA 02133

Dear Legislators and Clerks:

On behalf of the Executive Office of Labor and Workforce Development, the Department of Career Services and the Commonwealth Corporation, I am pleased to present you with the Workforce Training Fund Program (WTFP) Fiscal Year 2018 Annual Report. I would also like to take this opportunity to thank the Workforce Training Fund Program Advisory Committee for their commitment and dedication to the Workforce Training Fund Program. Through our continued partnership we are working together to assist the Commonwealth's businesses grow and thrive in an increasingly competitive global economy.

One of the key priorities of the Workforce Training Fund Program is to support businesses in job creation. Each year we analyze the job creation impact of WTFP General Program grants that were awarded to businesses in previous years and have completed their training activities. In FY18, 165 training grants completed training.



Overall, the businesses involved in these programs reported 11.9% employment growth over their two-year grant period as compared to 3.8% statewide and 3.1% in New England. Participating employers had projected that they would add 987 workers as a result of training. By the time they finished training they had added 2,233 workers - more than double their original projection.

For the past several years, our primary objective has been to increase the number of businesses that take advantage of Workforce Training Fund resources. We have focused on streamlining application processes, reducing the administrative burden for businesses that receive grants and stepping up outreach activities in collaboration with business associations and chambers of commerce. As a result:

- Between FY14 and FY18 we have increased the amount of grant awards from a combined total of \$14.1 million to \$21.2 million.
- In FY18, 406 small businesses utilized the Express Program, 107 received training grants through the General Program and 246 sent employees to programs supported by the Direct Access Program.
- Grant funded training approved in FY18 is expected to result in 15,278 workers, from 926 employers, receiving training by 2020.

I look forward to working with you to ensure that the business owners in your districts and throughout the Commonwealth know about the Workforce Training Fund and are successful in securing grants that support them in increasing the skills of their employees, ultimately improving their productivity and competitiveness. A list of the General Program Grants awarded in FY18 is included as an attachment to the report.

Sincerely,

A handwritten signature in black ink, appearing to read "Rosalin Acosta". The signature is fluid and cursive, with the first name being more prominent.

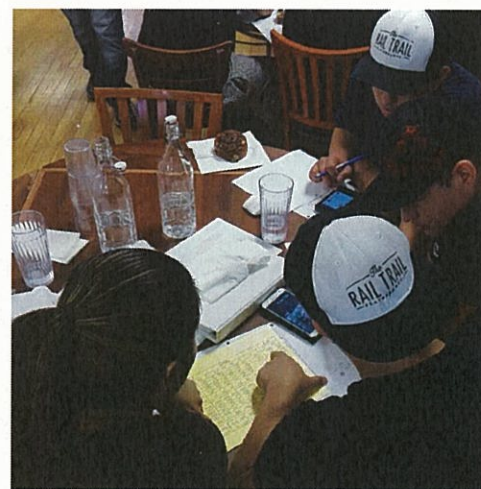
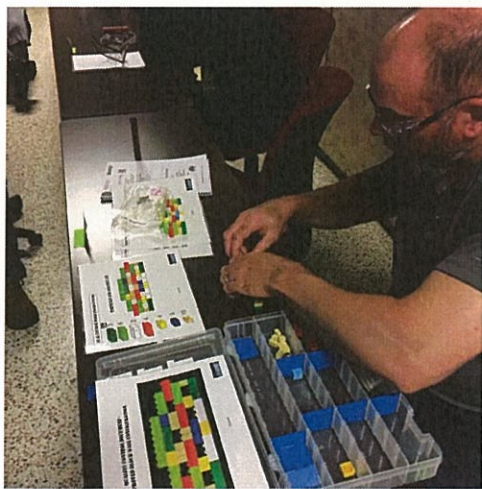
Rosalin Acosta

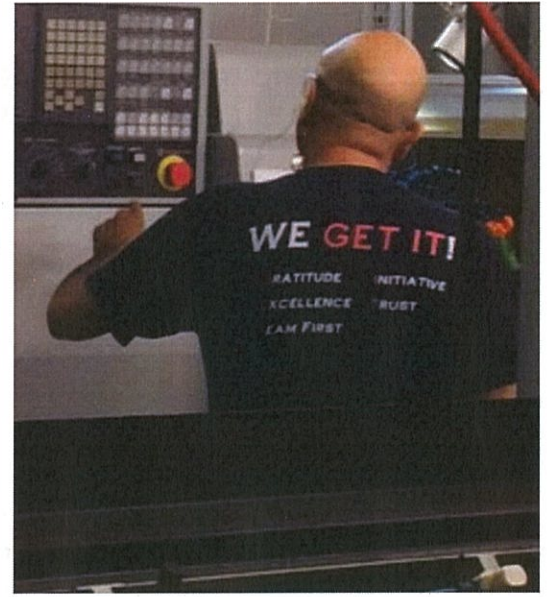
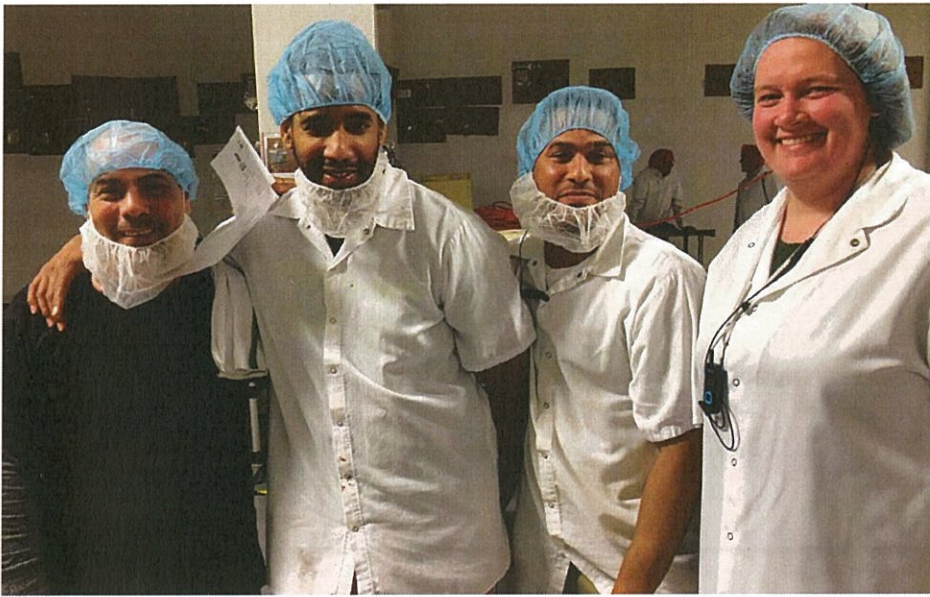
Secretary, Executive Office of Labor and Workforce Development



# WORKFORCE TRAINING FUND

## Workforce Training Fund FY18 Annual Report and Performance Report





**COMMONWEALTH  
CORPORATION**  
Building skills for a strong economy.

**WORKFORCE**  
TRAINING FUND

The Workforce Training Fund Program (WTFP) helps address business productivity and competitiveness by providing resources to businesses to upgrade the skills of their workers. The WTFP is a program of the Executive Office of Labor and Workforce Development. The program is administered by Commonwealth Corporation. CommCorp strengthens the skills of Massachusetts youth and adults by investing in innovative partnerships with industry, education and workforce organizations. It seeks to meet the immediate and emerging needs of businesses and workers so they can thrive in our dynamic economy.

For more information about the Workforce Training Fund visit [www.workforcetrainingfund.org](http://www.workforcetrainingfund.org).

To learn more about Commonwealth Corporation visit [www.commcorp.org](http://www.commcorp.org).

**Workforce Training Fund Annual Report and Performance Report: Fiscal Year 2018**  
**Submitted to the Legislature: August 31, 2018**

The enabling legislation for the Workforce Training Fund (Massachusetts General Law Chapter 29 Section 2RR) requires that the Director of the Department of Career Services provide the Joint Committee on Labor and Workforce Development and the House and Senate Ways and Means Committees with a report by September 1 of each year detailing grants made in the fiscal year ending on the preceding June 30. The legislation also requires the Director to prepare a performance evaluation of the workforce training fund grants awarded.

The purpose of the Workforce Training Fund is to provide resources to Massachusetts' businesses and workers to train current and newly hired employees, supporting businesses' productivity and competitiveness. We are pleased to report that the 165 employers that completed training initiatives through the WTFP General Program in FY18 collectively added new jobs at a rate of 11.9 percent over their two-year grant periods, compared to 3.8 percent statewide, and 3.1 percent across New England. At the start of their grants, these employers projected that they would add 987 workers as a result of WTFP-funded training. By the end, they actually added 2,233 workers (226% of planned).

The Commonwealth Corporation administers the grant program which is funded through an assessment on Massachusetts' employers' Unemployment Insurance contributions. The Workforce Training Fund Advisory Board provides input on policies and reviews Commonwealth Corporation's recommendations for grant awards to businesses. (Attachment 1 provides a list of FY18 Advisory Board members.)

In FY18 the Workforce Training Fund Program offered four types of grants to Massachusetts businesses. Businesses receiving grant funds or benefiting from grant funds must contribute to the Workforce Training Fund. These grants are supporting training for thousands of workers and improving the competitiveness and productivity of hundreds of businesses across the Commonwealth.

The four types of grants are detailed below:

1. General Program Training Grant: Businesses of any size are eligible to apply. (Intermediaries may lead a consortium application.) They may request up to \$250,000 for up to two years to support training for their workforce. Grant funds must be matched dollar-for-dollar. The match may be cash or in-kind (including wages paid to employees during training).
2. Express Program Grant: Businesses with 100 or fewer employees are eligible to apply. Grant funds will pay for up to 50% of the cost of an employee's participation in training courses selected from a database of registered courses. Businesses may receive up to \$30,000 per calendar year; the maximum payment per trainee, per course is \$3,000.
3. Direct Access Program: Businesses of any size are eligible to participate. Training organizations across Massachusetts are selected through a competitive procurement process to offer seats in their training programs to employees of Massachusetts businesses. The programs offer training in high-demand topics such as continuous improvement, computer skills, supervisory skills, ESOL and manufacturing skills. Grant funds pay 100% of the cost of a training seat; a participating business

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must pay its employees' wages for 100% of the time they spend in training that is funded through the grant.

4. On the Job Training Program: This pilot program began in FY17. Grant funds are intended to support businesses in hiring and training Massachusetts residents who have been unemployed for 30 weeks or longer. Businesses work with a participating Career Center to recruit eligible job-seekers, develop a training plan, and receive a wage subsidy of up to 75% (a maximum of \$7,500) for training the new employee over a period of up to 26 weeks. The Hampden County Workforce Board is managing the statewide program; the Workforce Board and participating career centers are paid a service fee for each individual who is enrolled in the program and is retained in training for at least 4 weeks.

**Part One** of this report provides information regarding the Workforce Training Fund grants awarded in FY18. In FY18, more than \$21 million in training grants were awarded through the Workforce Training Fund's four grant programs.

**Part Two** of this report provides data on the performance of Workforce Training Fund General Program grants that were awarded by Commonwealth Corporation in FY18 or in previous years and completed their activities in FY18.

**PART ONE: GRANTS AWARDED IN FY18**

FY18 General Program Training Grant Awards

In FY18, Commonwealth Corporation awarded 151 General Program Training Grants involving 170 businesses. (Note: this includes 8 consortium grants involving 27 businesses.) The total amount awarded was \$16,850,875. In total, the businesses plan to train 10,361 workers with these funds. (Attachment 2 provides a list of all General Program Training Grants awarded in FY18.) The businesses projected that as a result of the training, by the end of their two-year grant periods they will hire 1,485 additional workers. Training topics included but were not limited to process and quality improvement, ESOL, preparation for international industry standards certification, sales and customer service, supervision and leadership, technical and business software, blueprint reading and geometric tolerancing, and project management.

The following provides information about the industry distribution of the businesses involved in the FY18 General Program Training Grant awards:

**FY18 General Program Training Grants - Award Amount by Industry**

| Industry                                      | Award Amount | Percent of Total |
|-----------------------------------------------|--------------|------------------|
| Manufacturing                                 | \$9,513,073  | 56%              |
| Finance & Insurance                           | \$1,874,170  | 11%              |
| Professional, Scientific & Technical Services | \$1,484,173  | 9%               |
| Healthcare & Social Assistance                | \$1,251,677  | 7%               |

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|                                        |                     |             |
|----------------------------------------|---------------------|-------------|
| Wholesale Trade                        | \$541,923           | 3%          |
| Other Services (except Public Admin)   | \$500,168           | 3%          |
| Accommodation/Food Service/Hospitality | \$456,165           | 3%          |
| Construction                           | \$359,505           | 2%          |
| Transportation & Warehousing           | \$298,698           | 2%          |
| Real Estate/Rental/Leasing             | \$285,698           | 2%          |
| Retail                                 | \$250,000           | 1%          |
| Educational Services                   | \$35,625            | 0%          |
| <b>Grand Total</b>                     | <b>\$16,850,875</b> | <b>100%</b> |

**FY18 General Program Training Grants - # of Awards by Industry**

| Industry                                      | # of Awards | Percent of Total |
|-----------------------------------------------|-------------|------------------|
| Manufacturing                                 | 90          | 60%              |
| Finance & Insurance                           | 13          | 9%               |
| Professional, Scientific & Technical Services | 12          | 8%               |
| Healthcare & Social Assistance                | 11          | 7%               |
| Other Services (except Public Admin)          | 7           | 5%               |
| Wholesale Trade                               | 5           | 3%               |
| Accommodation/Food Service/Hospitality        | 4           | 3%               |
| Construction                                  | 3           | 2%               |
| Transportation & Warehousing                  | 2           | 1%               |
| Real Estate/Rental/Leasing                    | 2           | 1%               |
| Educational Services                          | 1           | 1%               |
| Retail                                        | 1           | 1%               |
| <b>Grand Total</b>                            | <b>151</b>  | <b>100%</b>      |

The following provides information about the regional distribution of the businesses involved in the FY18 General Program Training Grant awards:

**FY18 General Program Training Grants - Award Amount by Region**

| WDB Region       | Award Amount | Percent of Total |
|------------------|--------------|------------------|
| Metro South/West | \$2,904,152  | 17%              |
| Metro North      | \$2,883,879  | 17%              |
| Boston           | \$1,962,078  | 12%              |
| Central MA       | \$1,256,832  | 7%               |
| Hampden          | \$1,077,275  | 6%               |
| South Shore      | \$1,068,306  | 6%               |
| North Shore      | \$1,052,700  | 6%               |

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|                     |                     |             |
|---------------------|---------------------|-------------|
| Greater Lowell      | \$877,431           | 5%          |
| Bristol             | \$748,820           | 4%          |
| Merrimack Valley    | \$707,110           | 4%          |
| Greater New Bedford | \$697,271           | 4%          |
| Cape & Islands      | \$488,223           | 3%          |
| North Central MA    | \$380,075           | 2%          |
| Brockton            | \$311,294           | 2%          |
| Franklin/Hampshire  | \$305,925           | 2%          |
| Berkshire           | \$129,504           | 1%          |
| <b>Grand Total</b>  | <b>\$16,850,875</b> | <b>100%</b> |

**FY18 General Program Training Grants - # of Awards by Region**

| <b>WDB Region</b>   | <b># of Awards</b> | <b>Percent of Total</b> |
|---------------------|--------------------|-------------------------|
| Metro South/West    | 27                 | 18%                     |
| Metro North         | 17                 | 11%                     |
| Hampden             | 15                 | 10%                     |
| Boston              | 14                 | 9%                      |
| Central MA          | 13                 | 9%                      |
| Greater Lowell      | 10                 | 7%                      |
| South Shore         | 9                  | 6%                      |
| Bristol             | 7                  | 5%                      |
| North Shore         | 7                  | 5%                      |
| Greater New Bedford | 6                  | 4%                      |
| Cape & Islands      | 6                  | 4%                      |
| Brockton            | 6                  | 4%                      |
| Merrimack Valley    | 6                  | 4%                      |
| North Central MA    | 3                  | 2%                      |
| Berkshire           | 3                  | 2%                      |
| Franklin/Hampshire  | 2                  | 1%                      |
| <b>Grand Total</b>  | <b>151</b>         | <b>100%</b>             |

FY18 Express Program Grant Awards

In FY18 Commonwealth Corporation approved 545 grant applications from 406 businesses, seeking a total of \$3,023,231 in grant funds to train 3,605 employees. (Note: businesses may submit multiple applications; employees may participate in multiple courses.)

Training topics included process and quality improvement, preparation for international industry standards certification, sales and customer service, supervision and leadership, occupation specific technical training, and project management.

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The following provides information about the industry distribution of the businesses involved in the FY18 Express Program Grant awards:

**FY18 Express Program Grants**  
**Number of Grant Awards by Industry**

| Industry                                         | # of Awards | Percent of Total |
|--------------------------------------------------|-------------|------------------|
| Manufacturing                                    | 162         | 30%              |
| Professional, Scientific & Technical Services    | 115         | 21%              |
| Finance & Insurance                              | 94          | 17%              |
| Other Services (except Public Admin)             | 67          | 12%              |
| Construction                                     | 28          | 5%               |
| Healthcare & Social Assistance                   | 20          | 4%               |
| Educational Services                             | 14          | 3%               |
| Retail                                           | 8           | 1%               |
| Wholesale Trade                                  | 8           | 1%               |
| Arts/Entertainment/Recreation                    | 8           | 1%               |
| Transportation & Warehousing                     | 7           | 1%               |
| Information                                      | 5           | 1%               |
| Accommodation/Food Service/Hospitality           | 4           | 1%               |
| Utilities                                        | 2           | 0%               |
| Agriculture/Forestry/Fishing/Hunting             | 2           | 0%               |
| Admin/Support/Waste Management/Remedial Services | 1           | 0%               |
| <b>Grand Total</b>                               | <b>545</b>  | <b>100%</b>      |

The following provides information about the regional distribution of the businesses involved in the FY18 Express Program Grant awards:

**FY18 Express Program Grants**  
**Number of Grant Awards by WDB Region**

| Region           | # of Awards | Percent of Total |
|------------------|-------------|------------------|
| Metro South/West | 103         | 19%              |
| Metro North      | 56          | 10%              |
| Central MA       | 56          | 10%              |
| Hampden          | 49          | 9%               |
| South Shore      | 43          | 8%               |
| Boston           | 42          | 8%               |
| North Shore      | 34          | 6%               |
| Bristol          | 29          | 5%               |
| Merrimack Valley | 29          | 5%               |

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|                     |            |             |
|---------------------|------------|-------------|
| Franklin/Hampshire  | 27         | 5%          |
| Greater Lowell      | 25         | 5%          |
| Brockton            | 14         | 3%          |
| Cape & Islands      | 14         | 3%          |
| North Central MA    | 14         | 3%          |
| Greater New Bedford | 7          | 1%          |
| Berkshire           | 3          | 1%          |
| <b>Grand Total</b>  | <b>545</b> | <b>100%</b> |

### FY18 Direct Access Program

This program provides businesses with streamlined access to training in topics that have substantial and frequent demand, such as supervisory and management skills, process improvement and quality assurance, computer skills, manufacturing skills, and ESOL. Through a competitive procurement process, Commonwealth Corporation selects training organizations to offer Massachusetts businesses seats for their employees in a set of pre-approved programs. The training organizations market the opportunity and enroll and train workers referred by the businesses. Commonwealth Corporation reimburses the training organizations with WTFP grant funds for training costs on a per seat basis. Referring businesses do not pay any of the training costs but are required to pay their workers' wages for any time spent in training that is paid for with the grant.

In FY17 Commonwealth Corporation conducted a competitive procurement process awarding grants to 18 training organizations to offer training seats through the Direct Access Program to businesses across the Commonwealth. This round of funding was designed to provide businesses with access to training through the end of FY18. In FY18, the 18 organizations trained 1,439 workers from 350 businesses and were reimbursed \$1,355,687. (Note: the number of businesses and participants is not unduplicated. Participants may enroll in multiple training courses.)

### FY18 OJT Program Grant Awards

From the inception of the program in FY17 through the end of FY18 twenty-two businesses worked with a career center to hire and begin training previously long-term unemployed individuals through the WTFP OJT program. The age range of the participants is between 20 and 67; their lengths of unemployment ranged from 30 weeks to 12 years. By the end of FY18, of the 26 individuals who began working and participating in training:

- 14 completed the training period and were retained by their employers in positions paying an average of \$17.55 per hour;
- 2 did not complete the training period but became employed at a different employer;
- 2 did not complete the training period and were not subsequently employed; and
- 8 were still participating in training.

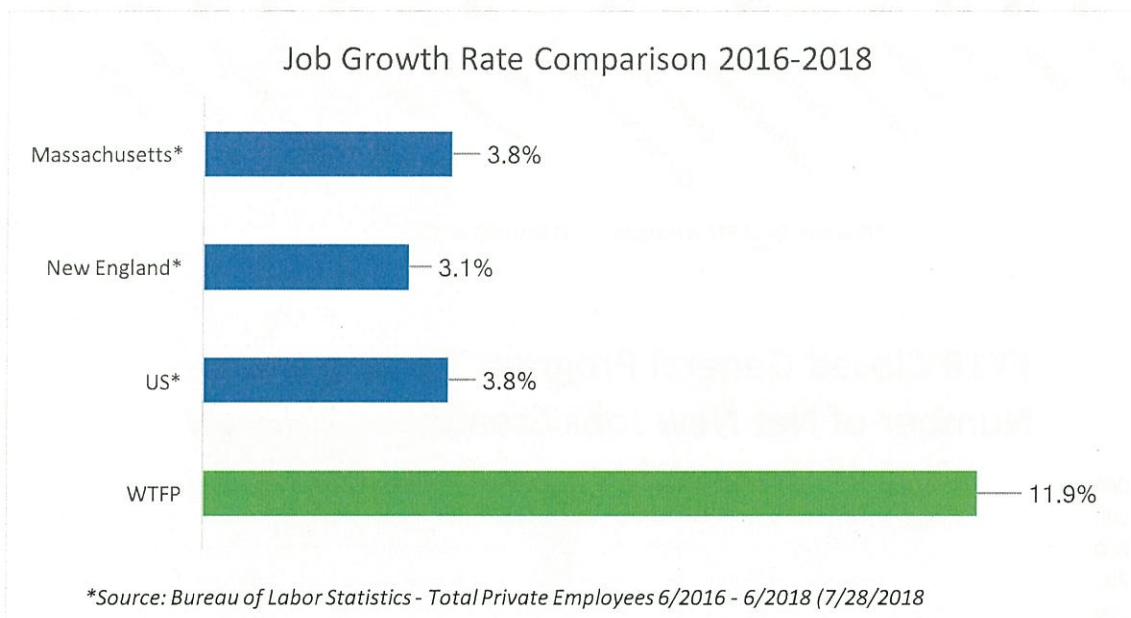
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The total expended in the OJT program by the end of FY18 was \$159,061 (\$133,411 in wage subsidies and \$25,650 in service fees to career centers and the Regional Employment Board of Hampden County.)

**PART TWO: WTFP GENERAL PROGRAM GRANTS CLOSED IN FY18**

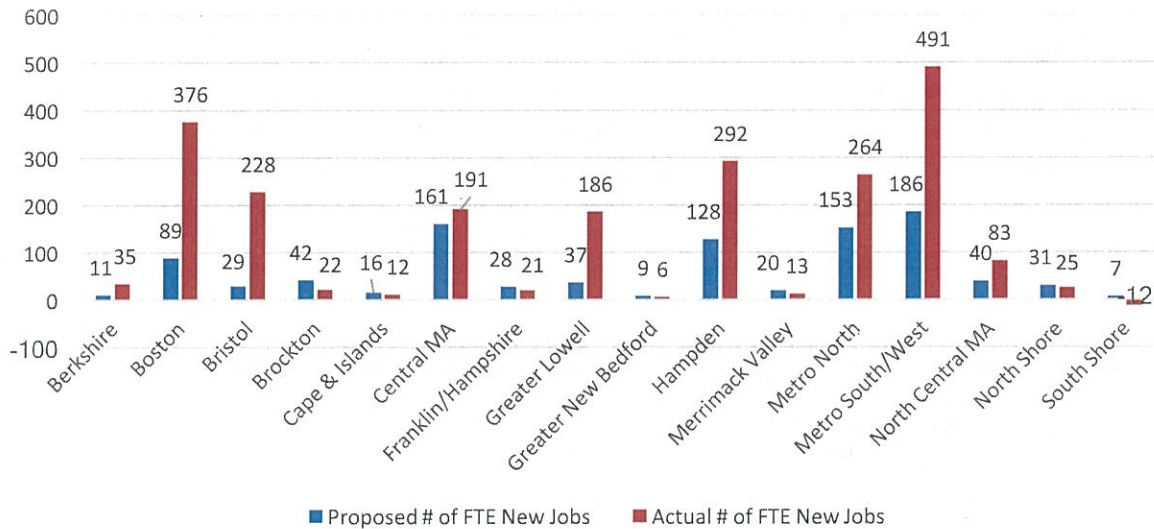
General Program Training Grants Closed in FY18

In FY18, 165 General Program Training Grants closed. In total, the 165 grantees projected adding 987 workers as a result of training; the actual number of net new jobs reported at the end of their grant period was 2,233, which is 1,246 more new jobs (226% of planned) than projected. Overall, the grantees reported 11.9% employment growth over their two-year grant period as compared to 3.8% statewide.

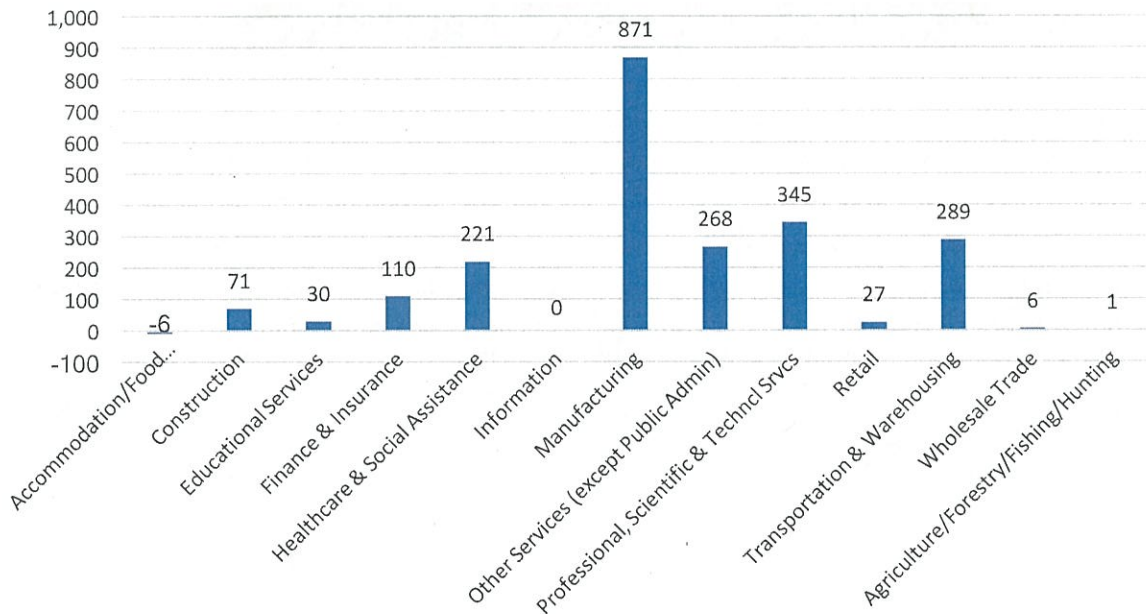


One hundred and sixteen of the grantees reported net new jobs as compared to the beginning of their grant period. Twenty reported that their employment levels remained steady and 29 reported that they experienced job loss over the course of the grant. The following charts provide information about the reported new jobs created, by Workforce Development Board region and by industry.

### FY18 Closed General Program Training Grants Projected vs. Actual Net New Jobs by WDB Region



### FY18 Closed General Program Training Grants Number of Net New Jobs Created by Industry



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The total original contract amount for the 165 grantees was \$15,244,556; the final total amount expended at the end of the grant periods was \$13,432,925 (88% of the contracted amount). Ninety-three of the 165 grantees did not expend their full contract amount. The following tables provide information about the closed grants and grant expenditures by Workforce Development Board region.

**FY18 Closed General Program Training Grants**  
**Number and Percent of Grants Closed by WDB Region**

| <b>WDB Region</b>   | <b># of Grants</b> | <b>Percent of Total</b> |
|---------------------|--------------------|-------------------------|
| Metro South/West    | 33                 | 20%                     |
| Hampden             | 27                 | 16%                     |
| Central MA          | 18                 | 11%                     |
| Metro North         | 17                 | 10%                     |
| Boston              | 9                  | 5%                      |
| Brockton            | 9                  | 5%                      |
| Greater Lowell      | 8                  | 5%                      |
| North Central MA    | 7                  | 4%                      |
| Franklin/Hampshire  | 7                  | 4%                      |
| North Shore         | 6                  | 4%                      |
| Berkshire           | 6                  | 4%                      |
| Bristol             | 5                  | 3%                      |
| South Shore         | 4                  | 2%                      |
| Merrimack Valley    | 4                  | 2%                      |
| Cape & Islands      | 3                  | 2%                      |
| Greater New Bedford | 2                  | 1%                      |
| <b>Grand Total</b>  | <b>165</b>         | <b>100%</b>             |

**FY18 Closed General Program Training Grants**  
**Expenditures by WDB Region**

| <b>WDB Region</b>  | <b>Expenditures</b> | <b>Percent of Total</b> |
|--------------------|---------------------|-------------------------|
| Metro South/West   | \$2,863,310         | 21%                     |
| Metro North        | \$1,856,011         | 14%                     |
| Central MA         | \$1,854,805         | 14%                     |
| Hampden            | \$1,769,988         | 13%                     |
| Greater Lowell     | \$772,999           | 6%                      |
| North Central MA   | \$712,479           | 5%                      |
| Boston             | \$690,078           | 5%                      |
| Brockton           | \$527,669           | 4%                      |
| North Shore        | \$515,186           | 4%                      |
| Bristol            | \$464,875           | 3%                      |
| Franklin/Hampshire | \$372,532           | 3%                      |
| South Shore        | \$274,545           | 2%                      |

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|                     |                     |             |
|---------------------|---------------------|-------------|
| Cape & Islands      | \$242,335           | 2%          |
| Berkshire           | \$238,795           | 2%          |
| Merrimack Valley    | \$180,869           | 1%          |
| Greater New Bedford | \$96,450            | 1%          |
| <b>Grand Total</b>  | <b>\$13,432,925</b> | <b>100%</b> |

In total, the 165 grantees planned to train 12,163 employees; the actual number of trainees reported was 11,695 (96% of planned). One hundred and four of the 165 grantees trained as many as or more employees than planned; 61 did not train as many workers as originally planned. The latter group of grantees reported that changes in business circumstances affected their ability to conduct all of the training they had originally planned. The following table provides information about the number of trainees by Workforce Development Board region.

**FY18 Closed General Program Training Grants****Number of Trainees by WDB Region**

| <b>WDB Region</b>   | <b># of Trainees</b> | <b>% of Total</b> |
|---------------------|----------------------|-------------------|
| Metro South/West    | 2,165                | 19%               |
| Central MA          | 1,922                | 16%               |
| Hampden             | 1,815                | 16%               |
| Metro North         | 1,558                | 13%               |
| Greater Lowell      | 959                  | 8%                |
| North Central MA    | 517                  | 4%                |
| Boston              | 458                  | 4%                |
| Brockton            | 438                  | 4%                |
| Bristol             | 433                  | 4%                |
| North Shore         | 404                  | 3%                |
| South Shore         | 335                  | 3%                |
| Berkshire           | 232                  | 2%                |
| Cape & Islands      | 176                  | 2%                |
| Franklin/Hampshire  | 141                  | 1%                |
| Merrimack Valley    | 103                  | 1%                |
| Greater New Bedford | 39                   | 0%                |
| <b>Grand Total</b>  | <b>11,695</b>        | <b>100%</b>       |

Grants awarded to businesses in the Manufacturing industry made up the largest share (92 out of 165) of the General Program Training Grants that closed in FY18. The next largest industry sector was Professional, Scientific and Technical Services. The following tables and charts provide information by industry sector on the number of grants closed, grant expenditures and the number of trainees as reported by the 165 General Program grantees.

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**FY18 Closed General Program Training Grants**  
**Number and Percent of Grants by Industry**

| Industry                                      | # of Grants | Percent of Total |
|-----------------------------------------------|-------------|------------------|
| Manufacturing                                 | 92          | 56%              |
| Professional, Scientific & Technical Services | 18          | 11%              |
| Healthcare & Social Assistance                | 14          | 8%               |
| Finance & Insurance                           | 12          | 7%               |
| Construction                                  | 6           | 4%               |
| Transportation & Warehousing                  | 4           | 2%               |
| Other Services (except Public Administration) | 4           | 2%               |
| Retail Trade                                  | 3           | 2%               |
| Wholesale Trade                               | 3           | 2%               |
| Educational Services                          | 3           | 2%               |
| Accommodation and Food Services               | 3           | 2%               |
| Agriculture/Forestry/Fishing/Hunting          | 2           | 1%               |
| Information                                   | 1           | 1%               |
| <b>Total</b>                                  | <b>165</b>  | <b>100%</b>      |

**FY18 Closed General Program Training Grants**  
**Expenditures by Industry**

| Industry                                      | Expenditures        | Percent of Total |
|-----------------------------------------------|---------------------|------------------|
| Manufacturing                                 | \$7,280,169         | 54%              |
| Professional, Scientific & Technical Services | \$1,337,181         | 10%              |
| Finance & Insurance                           | \$1,219,224         | 9%               |
| Healthcare & Social Assistance                | \$1,117,700         | 8%               |
| Construction                                  | \$544,968           | 4%               |
| Other Services (except Public Administration) | \$366,961           | 3%               |
| Retail Trade                                  | \$318,752           | 2%               |
| Educational Services                          | \$310,947           | 2%               |
| Accommodation and Food Services               | \$272,055           | 2%               |
| Transportation & Warehousing                  | \$261,699           | 2%               |
| Wholesale Trade                               | \$183,190           | 1%               |
| Agriculture/Forestry/Fishing/Hunting          | \$169,200           | 1%               |
| Information                                   | \$50,880            | 0%               |
| <b>Grand Total</b>                            | <b>\$13,432,925</b> | <b>100%</b>      |

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**FY18 Closed General Program Training Grants  
Number of Trainees and Percent by Industry**

| <b>Industry</b>                               | <b># Trained</b> | <b>Percent of Total</b> |
|-----------------------------------------------|------------------|-------------------------|
| Manufacturing                                 | 5,488            | 47%                     |
| Finance & Insurance                           | 1,452            | 12%                     |
| Healthcare & Social Assistance                | 1,241            | 11%                     |
| Professional, Scientific & Technical Services | 960              | 8%                      |
| Educational Services                          | 656              | 6%                      |
| Construction                                  | 558              | 5%                      |
| Other Services (except Public Administration) | 409              | 3%                      |
| Retail Trade                                  | 313              | 3%                      |
| Transportation & Warehousing                  | 243              | 2%                      |
| Wholesale Trade                               | 159              | 1%                      |
| Accommodation and Food Services               | 103              | 1%                      |
| Agriculture/Forestry/Fishing/Hunting          | 75               | 1%                      |
| Information                                   | 38               | 0%                      |
| <b>Total</b>                                  | <b>11,695</b>    | <b>100%</b>             |

**General Program Training Grants Withdrawn in FY18**

In FY18, 36 businesses that had been awarded General Program Training grants elected to withdraw from the program prior to completing training. This was primarily due to changes in business conditions.

## Attachment 1: Workforce Training Fund Advisory Board

|                  |                                                                       |
|------------------|-----------------------------------------------------------------------|
| Joan Abbot       | Assistant Director, Boston Education, Skills, & Training Corp. (BEST) |
| Roger Berkowitz  | President & CEO, Legal Seafoods                                       |
| Julie E. Brady   | Political Coordinator, Teamsters Local 25                             |
| Joan Cirillo     | President & CEO, Operation A.B.L.E. of Greater Boston                 |
| Jennifer DeLucia | Manager, JohnLeonard Employment Services                              |
| Richard Lord     | President, Associated Industries of Massachusetts                     |
| Paul T. Murphy   | Owner, Paul T Murphy Insurance Agency, Inc.                           |
| Franklin Peralta | English Works Campaign Organizer, English for New Bostonians          |
| Julie Pinkham    | Executive Director, Massachusetts Nurses Association                  |

**Attachment 2: General Program Training Grants awarded in FY18**

| Grantee Name                         | City            | Amount Awarded | # of Trainees |
|--------------------------------------|-----------------|----------------|---------------|
| Avista Pharma Solutions, Inc.        | Agawam          | \$204,640      | 70            |
| Governors America Corporation        | Agawam          | \$128,800      | 71            |
| ARC Technologies, Inc.               | Amesbury        | \$87,925       | 154           |
| Amherst Machine, Inc.                | Amherst         | \$39,370       | 11            |
| CyberGrants                          | Andover         | \$246,400      | 108           |
| Draeger Medical Systems, Inc.        | Andover         | \$74,000       | 28            |
| Armstrong Ambulance Service          | Arlington       | \$247,800      | 182           |
| Hi-Tech, Inc.                        | Attleboro       | \$30,000       | 23            |
| Distron Corporation                  | Attleboro Falls | \$139,698      | 64            |
| Accelerated Media Technologies, Inc. | Auburn          | \$53,774       | 37            |
| Micorp                               | Auburn          | \$80,000       | 68            |
| The Village Bank                     | Auburndale      | \$145,600      | 84            |
| Controller Service & Sales           | Avon            | \$46,200       | 20            |
| Amptek, Inc.                         | Bedford         | \$84,000       | 31            |
| Cambridge Technology                 | Bedford         | \$28,800       | 191           |
| Thermo Fisher Scientific             | Bedford         | \$109,400      | 130           |
| Account Matters                      | Bellingham      | \$33,900       | 23            |
| Hi-Tech Metals, Inc.                 | Bellingham      | \$72,800       | 30            |
| Medical Component Specialists, Inc.  | Bellingham      | \$69,600       | 22            |
| Fiorella's                           | Belmont         | \$245,880      | 118           |
| Amphenol PCD, Inc.                   | Beverly         | \$246,625      | 73            |
| DMB Financial, LLC                   | Beverly         | \$240,800      | 148           |
| Entegris, Inc.                       | Billerica       | \$114,200      | 36            |
| Bar Mezzana                          | Boston          | \$70,000       | 50            |
| Boston Baking, Inc.                  | Boston          | \$90,764       | 49            |
| Boston Interactive                   | Boston          | \$127,573      | 45            |
| BrooklineBancorp, Inc. **            | Boston          | \$239,660      | 366           |

## Attachment 2: General Program Training Grants awarded in FY18

|                                      |               |           |     |
|--------------------------------------|---------------|-----------|-----|
| Corcoran Jennison Management Company | Boston        | \$216,456 | 214 |
| Ellenzweig                           | Boston        | \$140,700 | 44  |
| Guardian Healthcare                  | Boston        | \$205,810 | 167 |
| ISlide                               | Boston        | \$89,400  | 24  |
| LaVoieHealthScience                  | Boston        | \$22,392  | 13  |
| Long Hagan Huff-Harris               | Boston        | \$72,600  | 8   |
| Rightpoint                           | Boston        | \$36,400  | 10  |
| Rue La La **                         | Boston        | \$250,000 | 214 |
| TRADE                                | Boston        | \$103,885 | 57  |
| US Green Building Council of MA **   | Boston        | \$249,588 | 264 |
| Honematic Machine Corporation        | Boylston      | \$36,600  | 12  |
| Desktop Metal                        | Burlington    | \$249,757 | 58  |
| Camio Cabinetry                      | Canton        | \$52,000  | 11  |
| Gray, Gray, & Gray, LLP              | Canton        | \$203,440 | 130 |
| ECO Logic                            | Charlestown   | \$69,242  | 17  |
| KARL STORZ Endovision, Inc.          | Charlton      | \$63,700  | 131 |
| Massachusetts Eye Associates         | Chelmsford    | \$69,280  | 16  |
| Mechanical Drive Components, Inc.    | Chicopee      | \$33,630  | 9   |
| EMD Millipore                        | Danvers       | \$241,925 | 159 |
| Polhemus Savery DaSilva, Inc.        | East Harwich  | \$78,375  | 39  |
| Brady Enterprises, Inc.              | East Weymouth | \$57,600  | 27  |
| Millstone Medical Outsourcing        | Fall River    | \$112,700 | 57  |
| Eye Physicians of Northampton, PC    | Florence      | \$63,075  | 13  |
| Accutech Packaging, Inc.             | Foxboro       | \$135,240 | 92  |
| Samiotes Consultant, Inc.            | Framingham    | \$103,168 | 15  |
| BMP Medical                          | Gardner       | \$89,600  | 48  |
| GAP Promotions, LLC                  | Gloucester    | \$34,250  | 10  |
| Valley Medical Group                 | Greenfield    | \$242,850 | 427 |

**Attachment 2: General Program Training Grants awarded in FY18**

|                                                 |             |           |     |
|-------------------------------------------------|-------------|-----------|-----|
| Brennan Machine Company                         | Hanson      | \$30,800  | 6   |
| President Titanium, Inc.                        | Hanson      | \$58,110  | 20  |
| Meridian Industrial Group, LLC                  | Holyoke     | \$58,180  | 22  |
| Ruwac, Inc.                                     | Holyoke     | \$63,990  | 28  |
| Western Mass Physician Associates               | Holyoke     | \$15,940  | 14  |
| New City Microcreamery & Less Than Greater Than | Hudson      | \$36,400  | 18  |
| Plastic Molding Manufacturing                   | Hudson      | \$156,900 | 64  |
| Saliga Machine Company, Inc.                    | Hudson      | \$34,200  | 5   |
| Shepley Wood Products, Inc.                     | Hyannis     | \$170,573 | 156 |
| The Cooperative Bank of Cape Cod                | Hyannis     | \$55,750  | 35  |
| Excelsior Integrated, Inc.                      | Lee         | \$48,750  | 20  |
| Porchlight Home Care **                         | Lee         | \$22,504  | 20  |
| Fosta-Tek Optics, Inc.                          | Leominster  | \$104,725 | 16  |
| Spectro Coating Corporation                     | Leominster  | \$185,750 | 71  |
| Hitec                                           | Littleton   | \$62,500  | 52  |
| Luso Federal Credit Union                       | Ludlow      | \$21,700  | 32  |
| Hauthaway Corporation                           | Lynn        | \$95,900  | 19  |
| Kettle Cuisine, LLC                             | Lynn        | \$232,700 | 180 |
| Piantedosi Baking Company                       | Malden      | \$250,000 | 45  |
| Charles A. Richardson, Inc.                     | Mansfield   | \$19,000  | 10  |
| Massachusetts Container Corporation             | Marlboro    | \$147,780 | 84  |
| Atlas Travel & Technology Group                 | Marlborough | \$248,192 | 92  |
| Holographix, LLC                                | Marlborough | \$36,400  | 14  |
| KAZ USA, Inc.                                   | Marlborough | \$190,050 | 65  |
| Main Street Bank                                | Marlborough | \$222,920 | 177 |
| Language Scientific                             | Medford     | \$172,900 | 43  |
| Charles River Bank                              | Medway      | \$55,780  | 48  |
| ActivMed Practices and Research, Inc.           | Methuen     | \$67,960  | 23  |

**Attachment 2: General Program Training Grants awarded in FY18**

|                                |                 |           |     |
|--------------------------------|-----------------|-----------|-----|
| ULVAC Technologies, Inc.       | Methuen         | \$96,000  | 34  |
| Salem Metal, Inc.              | Middleton       | \$127,400 | 51  |
| Millbury Credit Union          | Millbury        | \$73,790  | 71  |
| Millbury Credit Union *        | Millbury        | \$57,460  | 71  |
| New England Insurance Group    | Needham         | \$130,800 | 27  |
| Acushnet Company               | New Bedford     | \$244,635 | 187 |
| Epec Engineered Technologies   | New Bedford     | \$67,250  | 43  |
| Five Star Surgical, Inc.       | New Bedford     | \$15,946  | 8   |
| HTP Comfort Solutions, LLC     | New Bedford     | \$203,450 | 86  |
| Morgan Advanced Materials      | New Bedford     | \$135,990 | 48  |
| Revolution Armor               | New Bedford     | \$30,000  | 6   |
| Arwood Machine                 | Newburyport     | \$134,825 | 82  |
| C&K Components, Inc.           | Newton          | \$238,784 | 60  |
| Panasonic Boston Laboratory    | Newton          | \$65,808  | 9   |
| Checon Corporation             | North Attleboro | \$81,200  | 34  |
| Aved Electronics               | North Billerica | \$170,645 | 105 |
| FLIR **                        | North Billerica | \$35,070  | 37  |
| Ree Machine Works, Inc.        | North Billerica | \$33,090  | 7   |
| Ree Machine Works, Inc. *      | North Billerica | \$39,195  | 12  |
| Washington Mills               | North Grafton   | \$116,135 | 75  |
| Blue Grace Logistics           | North Quincy    | \$249,948 | 83  |
| Riverdale Mills Corporation    | Northbridge     | \$202,861 | 147 |
| Riverdale Mills Corporation *  | Northbridge     | \$172,575 | 147 |
| Zildjian                       | Norwell         | \$70,000  | 113 |
| Absolute Metal Finishing, Inc. | Norwood         | \$105,200 | 39  |
| Olympic Adhesives, Inc.        | Norwood         | \$40,600  | 36  |
| Training Wheels of NE, Inc.    | Orleans         | \$35,625  | 35  |
| HTS Engineering                | Peabody         | \$65,800  | 24  |

## Attachment 2: General Program Training Grants awarded in FY18

|                                           |                  |           |     |
|-------------------------------------------|------------------|-----------|-----|
| Duomar                                    | Pembroke         | \$37,100  | 10  |
| Moldmaster Engineering, Inc.              | Pittsfield       | \$58,250  | 24  |
| Onset Computer Corporation                | Pocasset         | \$87,900  | 101 |
| 1199SEIU Training & Employment Funds **   | Quincy           | \$83,358  | 121 |
| J. Calnan & Associates                    | Quincy           | \$134,480 | 102 |
| M.D. Stetson                              | Randolph         | \$13,000  | 33  |
| Polymer Corporation                       | Rockland         | \$173,000 | 114 |
| AE Ventures, Inc.                         | S. Easton        | \$10,934  | 14  |
| Gladding-Hearn Shipbuilding               | Somerset         | \$189,572 | 89  |
| South Shore Bank                          | South Weymouth   | \$249,820 | 218 |
| Whalley Precision, Inc.                   | Southwick        | \$58,215  | 23  |
| Dakin Humane Society                      | Springfield      | \$44,400  | 16  |
| Super Brush, LLC                          | Springfield      | \$122,990 | 43  |
| T&T Anodizing                             | Stoneham         | \$41,080  | 12  |
| Mechanics Cooperative Bank                | Taunton          | \$176,650 | 94  |
| TCG                                       | Tewksbury        | \$31,961  | 47  |
| C&C Machine, Inc.                         | Tyngsboro        | \$193,760 | 38  |
| Innovent                                  | Wakefield        | \$86,980  | 17  |
| Picis Clinical Solutions, Inc.            | Wakefield        | \$199,200 | 65  |
| Rolls-Royce Marine North America, Inc.    | Walpole          | \$93,890  | 71  |
| Sharp Manufacturing, Inc.                 | West Bridgewater | \$18,600  | 8   |
| Chatham Sheet Metal                       | West Chatham     | \$60,000  | 32  |
| Cyalume Technologies                      | West Springfield | \$139,100 | 98  |
| Package Printing Company                  | West Springfield | \$56,510  | 20  |
| Valentine Plating                         | West Springfield | \$59,920  | 26  |
| Curry Printing                            | Westborough      | \$58,955  | 28  |
| Precise Turning and Manufacturing Company | Westfield        | \$29,890  | 7   |
| Juniper                                   | Westford         | \$149,150 | 129 |

**Attachment 2: General Program Training Grants awarded in FY18**

|                                    |            |                     |               |
|------------------------------------|------------|---------------------|---------------|
| T&K Asphalt Services, Inc.         | Whitman    | \$146,650           | 45            |
| Analog Devices                     | Wilmington | \$249,700           | 540           |
| L3-SSG                             | Wilmington | \$237,905           | 44            |
| Monogram Foods                     | Wilmington | \$72,035            | 35            |
| Air Liquide                        | Woburn     | \$127,000           | 29            |
| Arborjet, Inc.                     | Woburn     | \$66,000            | 29            |
| Boston Centerless                  | Woburn     | \$93,500            | 50            |
| Custom Machine                     | Woburn     | \$83,780            | 61            |
| Kamco Supply Corporation of Boston | Woburn     | \$246,350           | 135           |
| CoorsTek, Inc.                     | Worcester  | \$168,008           | 140           |
| MassMEP **                         | Worcester  | \$132,975           | 54            |
| MassMEP **                         | Worcester  | \$40,000            | 25            |
|                                    |            | <b>\$16,850,875</b> | <b>10,361</b> |

*\*withdrawn prior to reapplying with changes*

*\*\*consortium grants*



Massachusetts Executive Office of Labor and Workforce Development

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