



SkillWorksSM
PARTNERS FOR A PRODUCTIVE WORKFORCE

SEEING OPPORTUNITIES. CREATING SOLUTIONS.

SkillWorks: Partners for a Productive Workforce

SkillWorks is a five-year public/private investment of approximately \$15 million on the part of philanthropy, government, community organizations, and employers to improve workforce development in Boston and in the state of Massachusetts.

- **SkillWorks Initiative Goals**

- help low and moderate income individuals attain family supporting jobs
- help businesses find and attain family sustaining jobs
- increase the resources targeted to education and skills training, especially for low-skill, entry-level employees
- promote public policies that help low and moderate income individuals advance into family-sustaining jobs.

SkillWorks will accomplish large-scale, sustainable improvements to the workforce development system by focusing on three systems change strategies:

- **Capacity Building for service providers**

- focuses on helping to provide the Workforce Partnership programs with career advancement resources to job seekers and low to-moderate income workers, and
- encourages activities such as cross-site networking, technical assistance consulting and training workshops on topics that help the Partnerships and their service providers reach scale and sustain themselves for the long term.

- **Workforce Partnership Programs**

- provide multiple points of entry to services for job seekers and low to moderate income workers by offering training and advancement services consisting of basic education, vocational skills, career coaching, and asset development.
- SkillWorks has invested in Workforce Partnerships in two ways: planning grants to seed the development of new consortia; and implementation grants that expand and enhance high-performing consortia with a wide range of partners.

- **Public Policy Advocacy**

- seeks to achieve long term, sustainable improvements in workforce development systems' ability to help low income residents advance to economic self-sufficiency and to help employers to have a skilled, productive workforce.
- Workforce Solutions Group (WSG), the public policy advocacy grantee, works to develop a statewide agenda and communicate the importance of workforce development as a contributor to the economic well-being of workers, employers, and the Commonwealth.
- WSG is a coalition led by the Crittenton Women's Union, the Massachusetts Workforce Board Association, the Massachusetts Communities Actions Network and the Massachusetts AFL-CIO.
- WSG's efforts resulted in \$6 million in additional funds for workforce development in the state's 2004 economic stimulus bill. WSG is advocating for over \$28 million for workforce in the 2005 Economic Stimulus Bill.

Grantees

Action for Boston Community Development

ABCD is leading a planning effort to put together a partnership aimed at increasing employer investment in training and promotion of community health workers; developing and recognizing career pathways in the field; and establishing a postsecondary program for community health workers.

ABCD's employer partners include the Boston Public Health Commission; DotWell (Codman Square Community Health Center, Dorchester House Multi-Service Health Center); Whittier Street Health Center; East Boston Neighborhood Health Center; Partners in Health/Brigham and Women's Hospital (PACT Program), and the ABCD public health division.

Building Services Career Path Project

A partnership of labor and management, the Building Career Services Path aims to improve English language skills among a large immigrant workforce and to provide them with a more advanced training in facilities maintenance and skilled trades, leading to career pathways for full time employment with benefits. In addition, the Building Services Career Path reconnects foreign-trained workers to their fields and younger workers to education.

The Voice and Future Fund, the nonprofit arm of Service Employees International Union Local 615, partners with building management companies, including Acme Building Services, American Cleaning Company, AM-PM, Centennial One, One Source, and Unikko, as well as Harvard and MIT, the janitors union, a number of community-based organizations, and the Massachusetts Worker Education Roundtable.

Boston Health Care and Research Training Institute

With SkillWorks funding, the Training Institute is solidifying a career ladders project in the Longwood area which builds an employment pipeline from the neighborhood into health care and research jobs and provides multiple levels of training, education, and support to front-line workers interested in advancing into areas of skill shortages.

Led by the Jamaica Plain Neighborhood Development Corporation and Fenway Community Development Corporation, the Boston Health Care and Research Training Institute is a partnership of eleven health care employers, one union, three community colleges and training agencies, ten community organizations, and the Boston Private Industry Council.

The Hotel Career Center

The Hotel Career Center (HCC) provides job-specific language and skills training to job seekers, many of whom are recent immigrants or refugees, and places them in positions with growth potential at Hilton and other partner hotels. With

SkillWorks funding, the Hotel Career Center has expanded to provide job-specific language and skills training to entry-level hotel employees who do not have the English or other skills needed to participate in Hilton's in-house staff development programs.

The Hotel Career Center is a partnership between the International Institute of Boston and the Hilton Hotel Corporation, Boston's largest hotel property management firm.

Partnership for Automotive Career Education

The Partnership for Automotive Career Education (PACE) promotes skill advancement among African Americans and immigrants by training new employees and current entrylevel workers in automotive skills and English language and math skills customized to the automotive industry.

PACE is led by The Asian American Civic Association, La Alianza Hispana, Urban League of Eastern Massachusetts. Boston Public Schools Adult and Community Education Department and Benjamin Franklin Institute of Technology serve as educational partners; the Massachusetts Automobile Dealers Association, Sullivan Tire and Auto Service, Village Automotive Group, and Bridgestone Firestone are industry partners.

Partners in Career and Workforce Development

Partners in Career and Workforce Development (PCWD) addresses labor shortages in nursing and other technical health care occupations by providing opportunities for low-income Boston residents to begin a career in the industry and advance up the career ladder.

Partners HealthCare works with its two founding hospitals, Massachusetts General Hospital and Brigham and Women's Hospital, as well as Spaulding Rehabilitation Hospital, Whittier Street Health Center, WorkSource Partners, Transition to Work, and Jewish Vocational Service.

Workforce Solutions Group

The Workforce Solutions Group is developing a common advocacy agenda for the SkillWorks initiative and raising the visibility of workforce development as a contributor to the economic well-being of workers, employers, and the Commonwealth. The goal is to make workforce development resources more easily accessible to workers and employers.

The Workforce Solutions Group, a partnership led by The Crittenton Women's Union, the Massachusetts Workforce Board Association, the Massachusetts Communities Action Network, and the Massachusetts AFL-CIO, engages in four major activities: statewide organizing of workers, employers, and stakeholders; legislative advocacy; research; and marketing and messaging focusing on raising the profile of workforce development.