Workforce Training Fund Program

Training Grant Opportunities for Massachusetts Businesses

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Building skills for a strong economy.

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

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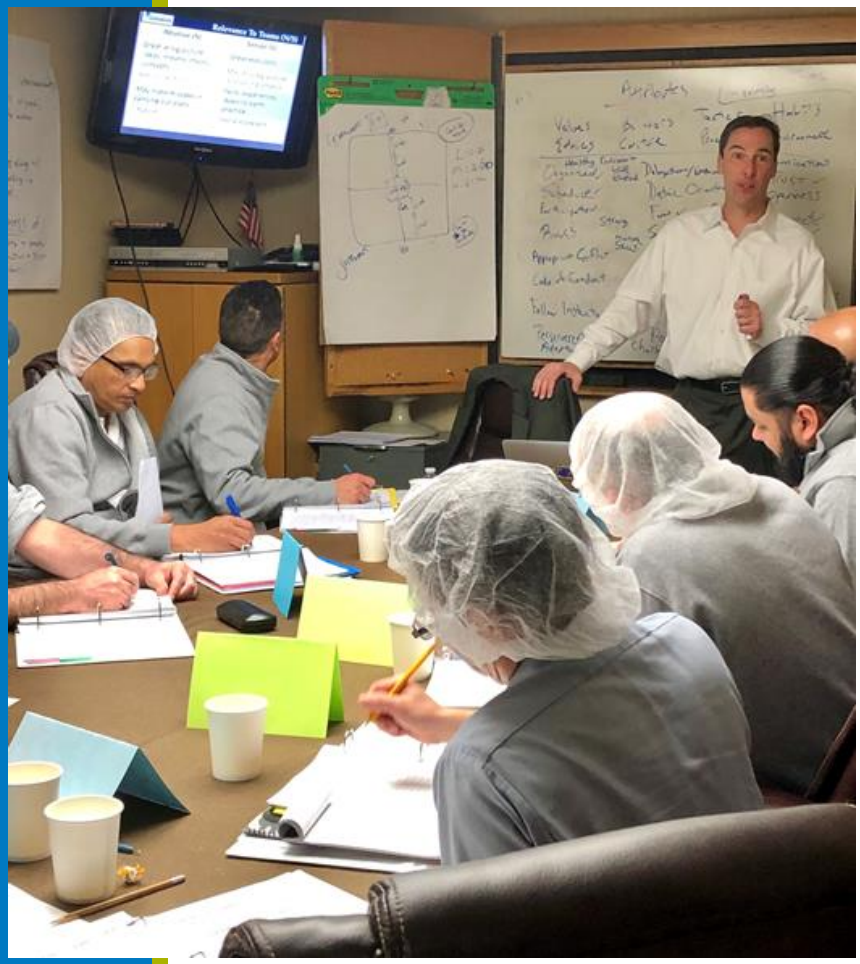
Workforce Training Fund Program (WTFP)



- WTFP gives MA employers the **$$** resources to **invest** in their workforce, **improve** employee skills, and **maintain** the economic strength and viability of the Commonwealth's businesses.

- FY20 awarded $20MM to 700 businesses to train 16,000+

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How is the WTFP Funded?

- WTFP is funded by Massachusetts **employers** through a surcharge on Unemployment Insurance (UI) payments;
  - Equates to $8.40 per employee annual WTFP contribution
- The trust collects $18-22M annually for **incumbent worker training** grants.
  - Can train full time/part time W2 employees
  - Employees must be paid during training
- Commonwealth Corporation administers WTFP on behalf of the Executive Office of Labor and Workforce Development.

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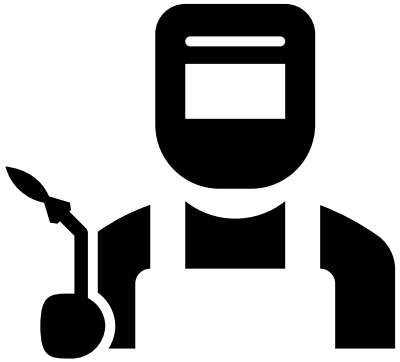
Manufacturing is largest sector

WTFP Express Program

- 126 grants awarded to MA manufacturers
- Totaling $956K
- **32% of total Express grants**

WTFP General Program

- 80 grants awarded to MA manufacturers
- Totaling $8.4MM
- **50% of General grants**



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There are three WTFP programs to choose from:

- EXPRESS
- SMALL BUSINESS DIRECT ACCESS
- GENERAL PROGRAM

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Express Program

- *Available for business of **any size***
- ***50%** reimbursement for 'off the shelf' training*
- *Up to $3K person/course, $30K company/year*

e.g.

- Sales & Customer Service
- Management, and Supervisory Skills
- Network Administration/Cyber Security
- Quality Assurance (e.g.**ISO 9001, AS 9100**)
- Software Training (Microsoft, Adobe etc.)
- Training for Professional Certification:
  - IPC Certification (Electronics, Circuit Boards, Wiring, etc.)
  - Project Management (PMP)
  - Human Resources Management (SHRM)

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Small Business Direct Access Program

- ***Small businesses <u>only</u>*** *(w/ 100 or fewer MA employees)*
- ***Free.*** *Grants were awarded to 23 training providers pay for seats on in – demand training topics:*

- Process Improvement — Intro to Lean, Quality Assurance
- Supervisory/Leadership — Managing Conflict, Effective feedback, k
- Computer Skills
- Interpersonal/Soft Skills — Decision Making, Presentation
- Professional Skills — Blueprint Reading, CNC Machining
- ESOL (English for Speakers of other Languages)

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SBDAP Courses added since Covid-19:

Business Continuity and Contingency planning

Navigating a pandemic

Managing a Virtual Workplace and more

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General Program

- Business of any size may receive grants **up to $250,000** to deliver customized training to incumbent employees.
- Companies **must** match grant funds $1-to-$1 with training-related expenses
  - *wages & benefits paid to employees during training counts towards the match
  - ESOL does not need to meet 1:1 match
- Training may last up to 2 years.

Rolling Application Process

- Applications may be submitted at any time
- New grants are awarded monthly
- Decisions are made within 60 days

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ANALOG DEVICES

AHEAD OF WHAT'S POSSIBLE™

(HQ Norwood) A multinational semiconductor company that **designs and manufactures** a broad portfolio of high-performance **integrated circuits (ICs)** used in electronic equipment.

The company has expanded capabilities to serve the rapidly growing industries of **self-driving cars**, **5G** communication, and the **Internet of Things (IoT).**

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Challenge

- Rapid growth brought together diversity of talent
- Needed common language and “best practices” on scientific problem-solving methodologies
- Eliminate inefficiencies in manufacturing waste

Training Solution

- Process improvement, advanced problem solving, root cause analysis, idea systems, train the trainer

Outcomes

- Added 122 new jobs in MA
- Reduced production waste by $1.7MM
- Increased production by 300% at Chelmsford facility on aerospace and defense products

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"Training on **advanced problem-solving methodologies** significantly **expanded** the frontline employees' **engagement** on **continuous improvement**. We saw a greater sense of **empowerment** and more capacity to **innovate** by our teams**.** These are critical areas… especially in **today's rapidly changing business environment. "**

– Javier A. Salcedo, PhD., MBA., Engineering Manager.

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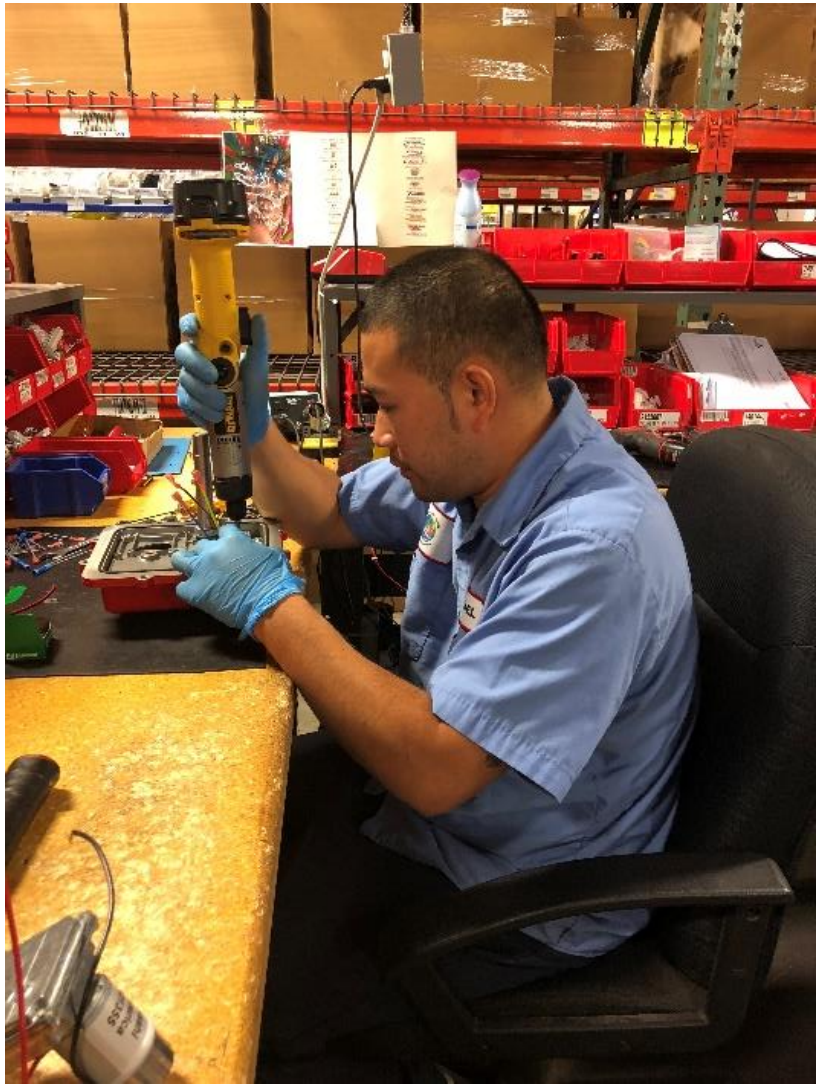

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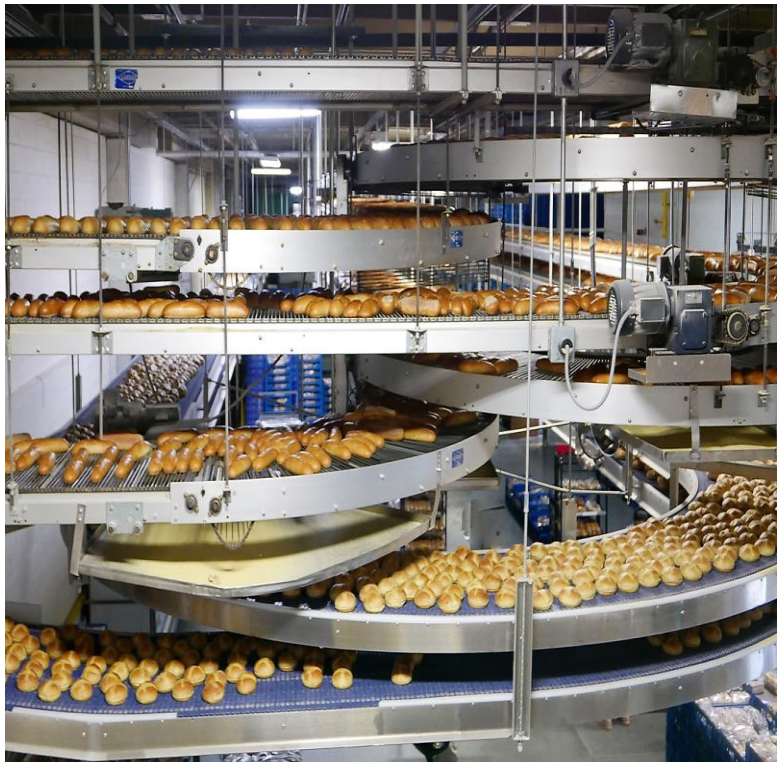

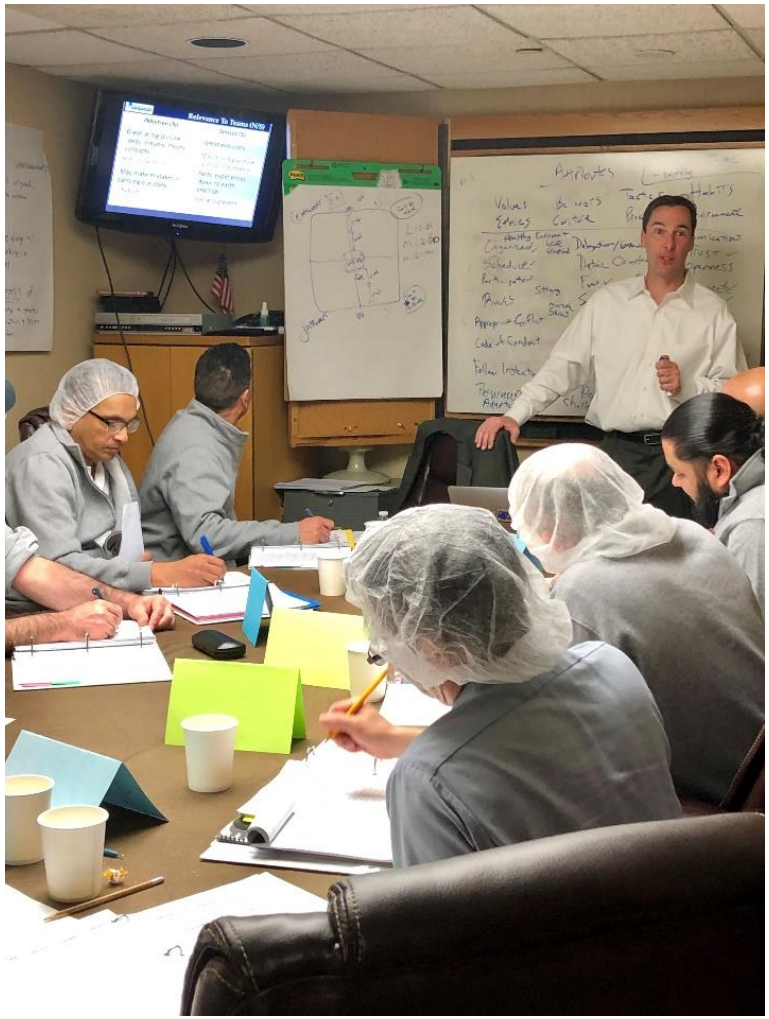

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THANK YOU

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