

## Building a Better Workforce:



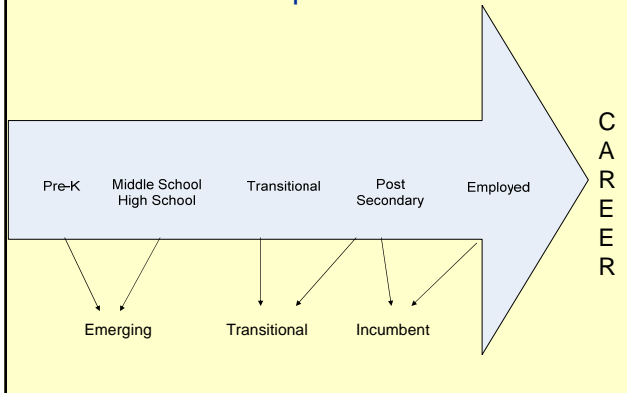
**City of Springfield Workforce Development  
Draft Project Plan:  
“Closing the Skills Gap  
On the Road to Economic Resurgence”**

## Workforce Supply Challenges

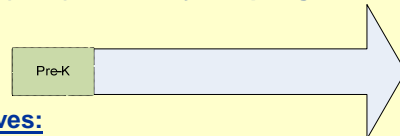
	<u>Springfield</u> %	<u>Worcester</u> %	<u>MA</u> %
<b>MCAS 2007 Proficiency Levels</b>			
- 3 <sup>rd</sup> Grade reading	40	33	59
-10 <sup>th</sup> Grade English	36	52	71
-10 <sup>th</sup> Grade Math	31	48	69
<b>High School Graduation Rate</b>	54	70	80
<b>Age 25+ Without a High School Diploma</b>	25	17	15
<b>With a Bachelors Degree or Higher</b>	17	29	33
<b>Age 16+ in Labor Force</b>	59	64	67

Source: US Census Bureau-American Fact Finder; Massachusetts Department of Education

## Workforce Development Continuum



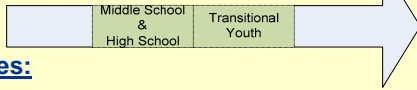
## Strategic Goal # 1: Establish Universal Pre-K (UPK) in the City of Springfield



### Objectives:

- Implement a High Quality City-Wide UPK Pilot, with Dedicated Funding, in Springfield. **\$2,160,000**
  - Implement Programs to Improve the Skills of the Pre-K Educators. **\$ 250,000**
  - Implement Family-Centered Literacy Programs for Parents and Children in Pre-K Programs. **\$ 360,000**
- Goal #1 Total: \$2,770,000**

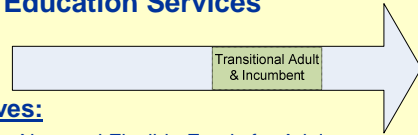
### Strategic Goal #2: Improve Youth Education Proficiency and Career Awareness



#### Objectives:

- A. Implement Extended Learning Time (ELT) and other Programs to Increase High School Graduation and MCAS Proficiency. \$6,035,400
  - B. Expand Opportunities that Link Students with Internships and Summer Work Experiences. \$ 270,000
  - C. Increase Post-Secondary Education and Training Enrollment and Retention through Strengthened Transitional Programs. \$ 300,000
- Goal #2 Total:** **\$6,605,400**

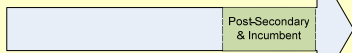
### Strategic Goal #3: Increase Adult Literacy Education Services



#### Objectives:

- A. Secure New and Flexible Funds for Adult Literacy Programs Tailored to Targeted Populations. \$1,200,000
  - B. Increase Program Capacity of Adult Literacy Providers to Reduce Wait Lists. \$ 900,000
  - C. Increase the Number of Learners Transitioning to Career Centers, Post-Secondary Education & other Programs. \$ 150,000
- Goal #3 Total:** **\$2,250,000**

### Strategic Goal #4: Increase Technical Training in High Growth / High Demand Industry Sectors



#### Objectives:

- A. Align and Expand Current Sectoral Training Initiatives to Obtain Greater Efficiency, e.g., Health Care and Precision Machining. \$1,050,000
  - B. Increase Training Opportunities through New and Creative Funding Mechanisms, e.g., Free Tuition and Loan Forgiveness Programs. \$ 300,000
  - C. Initiate New Employer-Education-Training Alliances to Implement Programs that Address Other Critical Job Vacancies. \$ 600,000
- Goal #4 Total:** **\$1,950,000**

## Investment Summary

TOTAL INVESTMENT: <b>\$13,575,400</b>	Investment Costs 3 Year Period	Impacted Workforce Component		
		Emerging	Transitional	Incumbent
Strategy Goal #1 <i>Establish Universal Pre-K in the City of Springfield</i>	\$2,770,000	✓		✓
Strategy Goal #2 <i>Improve Youth Education Proficiency and Career Awareness</i>	\$6,605,400	✓	✓	
Strategy Goal #3 <i>Increase Adult Literacy Services</i>	\$2,250,000		✓	✓
Strategy Goal #4 <i>Increase Technical Training in High Growth / High Demand Industry Sectors</i>	\$1,950,000	✓	✓	✓

## **Next Steps for Project Steering Committee**

Appointed by Mayor Domenic J. Sarno; the Steering Committee will provide strategic direction in:

1. Setting priorities and timelines for plan activities.
2. Identifying staffing needs.
3. Establishing a procurement process and allocating resources.
4. Reporting progress to elected officials and funding sources.