



# HAMPDEN COUNTY WORKFORCE BOARD

## MHHCWB Strategic Plan July 1, 2017-June 30, 2020 Summary Scoreboard

### Quarterly Progress Report Year 3, QTR 3 Progress July 1, 2019 – March 31, 2020

#### KPI Metric Key:



**No Progress**



**Partially Implemented**







**Fully Implemented**

#### KPI Metric Trend between Quarters:



1. **Changing = Moved from One Level to Next**
2. **Improving = Expanded Partially Implemented**
3. **Continuing = No Major Change in KPI Metric**





# MHHCWB Strategic Plan July 1, 2017-June 30, 2020 Summary Scoreboard Year 3, QTR 3 Progress

Strategic Priority	Key Performance Indicators (KPIs)		
	☒ Q1	☒ Q2	☒ Q3
<b>ONE</b>  5	<p style="text-align: center;"><b>Be the Leading Source of Regional Labor Market Information &amp; Innovative Ideas for Advancing Workforce Development</b></p>  <p style="text-align: center;"> <b>No Progress</b> (0)      <b>Partially Implemented</b> (5)      <b>Fully Implemented</b> (0)         </p>		
<b>TWO</b>  8	<p style="text-align: center;"><b>Improve Education and Employability Skills of Adults for Quality Careers</b></p>  <p style="text-align: center;"> <b>No Progress</b> (0)      <b>Partially Implemented</b> (8)      <b>Fully Implemented</b> (0)         </p>		
<b>THREE</b>  7	<p style="text-align: center;"><b>Develop 21st Century Youth Education and Employability Skills for Quality Careers</b></p>  <p style="text-align: center;"> <b>No Progress</b> (0)      <b>Partially Implemented</b> (7)      <b>Fully Implemented</b> (0)         </p>		
<b>FOUR</b>  7	<p style="text-align: center;"><b>Be the Leading Advocate, Planner and Convener to Promote and Fund Regional Workforce Development</b></p>  <p style="text-align: center;"> <b>No Progress</b> (0)      <b>Partially Implemented</b> (7)      <b>Fully Implemented</b> (0)         </p>		
<b>Total:</b>  <u>27</u>	<b>YR1/ Qtr4</b> No Progress (1)	<b>Partially Implemented</b> (19)	<b>Fully Implemented</b> (7)
	<b>YR2/ Qtr4</b> No Progress (0)	<b>Partially Implemented</b> (19)	<b>Fully Implemented</b> (8)
	<b>YR3/ Qtr3</b> No Progress (0)	<b>Partially Implemented</b> (27)	<b>Fully Implemented</b> (0)

# Strategic Priority 1




## Be the Leading Source of Regional Labor Market Information and Innovative Ideas for Advancing Workforce Development





Goal/Strategy	Key Performance Indicators (KPI) <div style="display: flex; justify-content: space-around; align-items: center;"> <span>☒ Q1</span> <span>☒ Q2</span> <span>☒ Q3</span> <span>☒ Q4/Y3</span> </div>
<b>Labor Market Data</b>	<p>1. During all Plan years, and as part of WIOA Regional Planning, the MHCWB will continue to identify key workforce development indicators from multiple data channels, analyze workforce data and trends, formulate projections and recommendations, and disseminate reports to a broad network of regional partners and collaborators.</p> <div style="display: flex; align-items: center; justify-content: space-between;"> <div style="flex-grow: 1;">  </div> <div style="text-align: right;"> <p><b>KPI METRIC TREND:</b> 2. IMPROVING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div> <div style="background-color: #ffff00; padding: 5px; margin-top: 10px;"> <p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>⊕ Healthcare data collection survey on <i>Student Enrollment in Nursing Programs</i> at regional community colleges and four year institutions completed. Final report delayed for dissemination to partners from Q-3 to Q-4.</li> <li>⊕ Educator Work Group of the PV Regional Planning Blueprint Implementation process produced <i>Addendum to Summary Report of the Technical Programs at PV Community Colleges, Vocational Technical High Schools and Westfield State University</i>. Addendum to be disseminate to partners in early Q-4.</li> <li>⊕ Director of Business Services and Market Research continued to prepare Labor Market Reports and Occupational Outlook Briefs for selected partners, in particular, regional school districts, to support grant making initiatives currently focused on new Skills Capital Grant FY 2021, tentatively due for submission on April 2, 2020.</li> <li>⊕ Director of Business Services and Market Research continued to update MHCWB web site to reflect progress on Blueprint Implementation and updates on labor market information.</li> </ul> </div>
	<p>2. During all Plan years, the MHCWB will utilize its web site and other potential communication channels to provide electronic access to workforce related labor market information and workforce development research reports, promising practices and innovative programs.</p> <div style="display: flex; align-items: center; justify-content: space-between;"> <div style="flex-grow: 1;">  </div> <div style="text-align: right;"> <p><b>KPI METRIC TREND:</b> 3. CONTINUING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div> <div style="background-color: #ffff00; padding: 5px; margin-top: 10px;"> <p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>⊕ Director of Business Services and Market Research continued to enhance Labor Market Information section of MHCWB to serve as a focal point for entity's requiring labor market data to support their project and grants making activities.</li> <li>⊕ Director of Business Services and Market Research continued to communicate labor market and research reports both internally with MH staff as well as with external partners.</li> </ul> </div>






Goal/Strategy	<b>Key Performance Indicators (KPI)</b> 
<b>Resource Alignment</b>	<p>1. During all Plan years, the MHHCWB will continue to use a Data Driven Decision Making (D<sup>3</sup>M) process to prioritize resource allocation for workforce development programs implementation and One Stop Career Center Operator services.</p>  <p><b>KPI METRIC TREND:</b> 3. CONTINUING</p> <p>No Progress      Partially Implemented      Fully Implemented</p> <div style="border: 1px solid black; background-color: yellow; padding: 5px;"> <p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>+ MHHCWB's internal accountability and reporting systems continued to assist OSCC Operators in joint development of implementing allocations methodology.</li> <li>+ MHHCWB continued to develop operational tracking reports that will summarize program activity across multiple program platforms allowing for data analysis to inform future workforce programming decisions.</li> </ul> </div>
<b>Innovative Practices and Services</b>	<p>1. By Year 3, the MHHCWB will design and implement one (1) innovative practice/program that will improve the regional workforce development delivery system, and will prepare summary reports that document the development process.</p>  <p><b>KPI METRIC TREND:</b> 3. CONTINUING</p> <p>No Progress      Partially Implemented      Fully Implemented</p> <div style="border: 1px solid black; background-color: yellow; padding: 5px;"> <p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>+ Development of a coordinated and integrated process to operationalize the Charter required regional MassHire Business Solutions and Talent Bank continues to move forward. COVID-19 crisis impacting time allocation of key staff to outreach to employers.</li> <li>+ MassHire Business Solutions worked closely with MHDCS in providing re-employment assistance during early stages of COVID-19 crisis.</li> </ul> </div> <p>2. In Year 1, the MHHCWB will facilitate and manage the scale-up of one (1) innovative practice, program or service that will improve the workforce development system for employers, job seekers, and system users.</p>  <p><b>KPI METRIC TREND:</b> 3. CONTINUING</p> <p>No Progress      Partially Implemented      Fully Implemented</p> <div style="border: 1px solid black; background-color: yellow; padding: 5px;"> <p>No Q3 Comments</p> </div>

# Strategic Priority 2

## Improve Education and Employability Skills of Adults for Quality Careers




Goal/ Strategy	Key Performance Indicators (KPI) <div style="display: flex; justify-content: space-around; align-items: center;"> <span><input type="checkbox"/> Q1</span> <span><input type="checkbox"/> Q2</span> <span><input checked="" type="checkbox"/> Q3</span> <span><input type="checkbox"/> Q4/Y3</span> </div>
<b>Coordination &amp; Program Capacity Building</b>	<p>1. During all Plan years, MHHCWB will be the focal point for codifying and disseminating innovative programs, practices and service delivery models that enhance the employability of adults for quality career pathways as outlined in the updated signed MOU between the OSCCs and WIOA Core Partners, effective July 1, 2018.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <p><b>KPI METRIC TREND:</b> 3. CONTINUING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
	<p><b>Q3 Comment:</b></p> <ul style="list-style-type: none"> <li>✦ MHHCWB OSCC Operators and WIOA CORE Partners continued to assess best approaches to implementing processes to ensure that services at the MHOSCC are delivered in a coordinated and timely manner.</li> </ul>
	<p>2. MHHCWB will work with the literacy providers and their business partners to align resources and program operational schedules that will increase the service delivery capacity in Hampden County.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <p><b>KPI METRIC TREND</b> 2. IMPROVING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
	<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>✦ As a part of Blueprint Implementation, MHHCWB, in partnership with MHFHWB shared links to key workforce resources to AE partners.</li> <li>✦ Meeting of Hampden County AE providers for April 6, 2020 cancelled due to COVID 19, to be re-scheduled at a later date. MHHCWB Director of Workforce Services meeting with HC AE providers individually to review current operations.</li> <li>✦ MHHCWB Director of Workforce Services with MA DESE-ACLS to develop a regional Seats Matrix to quantify service capacity levels and allocation of resources.</li> </ul>
	<p>3. During all Plan years, the MHHCWB will develop, implement, and document an integrated approach to linking OSCC services with DESE-ACLS funded programs to create pathway opportunities for program completers.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <p><b>KPI METRIC TREND</b> 2. IMPROVING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
	<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>✦ MHHCWB reviewing throughput and customer flow process between AE programs and MH OSCC's. MHHCWB Director of Workforce Services meeting with HC AE providers to discuss process. Work to continue in Q-4.</li> <li>✦ MHS, STCC &amp; HCC developed and have piloted OSCC Welcome Meeting for ESOL students, and have created plan to hold monthly OSCC workshops tailored to the specific needs of this population.</li> <li>✦ MHH/HCC Career Advisor continues to work with AE students onsite at OSCC; VOC Outstation Staff continues to refer OSCC customers to AE programs. MHHCWB is working with all parties to refine processes, improve tracking, and improve shared case management practices.</li> <li>✦ MHHCWB Director of Workforce Services met with HC Career Advisors to review Pioneer Valley Blueprint Career Pathway Maps and discuss strategies to incorporate resource into AE classroom and advising services.</li> </ul>

Goal/ Strategy	<b>Key Performance Indicators (KPI)</b> 
<b>Workplace Readiness Standards</b>	<p>1. During all Plan years, MHCWB will assist the OSCCs in using assessment tools to ensure that comprehensive career plan development for OSCC customers is aligned with required business and industry competencies.</p>  <p style="text-align: right;"><b>KPI METRIC TREND:</b> 2. IMPROVING</p> <p style="text-align: center;">No Progress      Partially Implemented      Fully Implemented</p> <p><b>Q3 Comment:</b>  <ul style="list-style-type: none"> <li>✦ MHCWB internal team meeting to review new WorkKeys package for possible re-purposing at MH OSCC. Additional discussion planned in Q-4.</li> </ul> </p>
<b>Adult Sector Based Career Pathways</b>	<p>1. MHCWB will facilitate the implementation of an integrated sector-based career pathways framework to advance adults along a career continuum with multiple program options, expanded transition to work-based learning opportunities, and flexible points of entry and exit. This career pathway will be reinforced by a coordinated case management system of services and supports that enhance positive program and career pathway outcomes as outlined in the UPDATED OSCC-WIOA Partner MOU, effective July 1, 2018.</p>  <p style="text-align: right;"><b>KPI METRIC TREND:</b> 3. CONTINUING</p> <p style="text-align: center;">No Progress      Partially Implemented      Fully Implemented</p> <p><b>Q3 No Comments.</b></p> <p>2. During each Plan year, the MHCWB will identify two (2) innovative adult education/training practices/programs and will provide assistance and/or resources to support implementation and evaluation.</p>  <p style="text-align: right;"><b>KPI METRIC TREND:</b> 2. IMPROVING</p> <p style="text-align: center;">No Progress      Partially Implemented      Fully Implemented</p> <p><b>Q3 Comments:</b>  <ul style="list-style-type: none"> <li>✦ MHCWB serving as Sponsor for Registered Apprenticeship program with CRRC MA in partnership with Sheet Metal Workers Local 63. Three new cohorts of 34 unemployed individuals began their Register Apprenticeship ad RTI in Q-3.</li> <li>✦ Third cohort of 15 incumbent employees form Smith&amp; Wesson selected began their RA on <u>January 28, 2020.</u></li> <li>✦ MHCWB approved as Sponsor for new Registered Apprenticeship program in CNC Machinist occupational classification at Stanley, Black &amp; Decker.</li> <li>✦ COVID-19 crisis is impacting delivery of Related Technical Instruction and will delay the planned completion dates.</li> <li>✦ Additional Registered Apprenticeship activity planned at Baystate Medical Center in Q-4 may be delayed by COVID -19 crisis.</li> </ul> </p>

Goal/ Strategy	<b>Key Performance Indicators (KPI)</b> 
<b>Career Center Capacity Enhancement</b>	<p>1. During all Plan years, the MHCWB will work with the OSCCs to implement coordinated services to employers as outlined in the MHCWB Employer Engagement Framework in the OSCC Operators Charters.</p>  <p style="text-align: right;"><b>KPI METRIC TREND: 3. CONTINUING</b></p> <p style="text-align: center;"> <b>No Progress      Partially Implemented      Fully Implemented</b> </p>
	<p><b>Q3 Comment:</b>   <i>Hampden County Business Service</i> continued operational implementation. Relocation of MH Springfield in December 2019 having positive impact on service levels at MH Springfield.</p>
	<p>2. In each Plan year, the MHCWB will continue to conduct quarterly meetings of the OSCC Center directors, their Board chairs, MHCWB OSCC Committee Chair, and a MHCWB Vice President to discuss and assess the implementation of principles outlined in the OSCC Operator Charters.</p>  <p style="text-align: right;"><b>KEY METRIC TREND: 3. CONTINUING</b></p> <p style="text-align: center;"> <b>No Progress      Partially Implemented      Fully Implemented</b> </p>
<p><b>Q3 Comment:</b>   The MH One Stop Career Center Operators Strategy Group meeting scheduled for Q-3 was preempted by the COVID- 19 crisis. Meetings will occur in FY 2020- Q-4 only on as needed basis.</p>	

# Strategic Priority 3

## Develop 21<sup>st</sup> Century Youth Education and Employability Skills for Quality Careers

Goal/Strategy	Key Performance Indicators (KPI) <span style="font-size: 1.2em;">☒</span> Q1 <span style="font-size: 1.2em;">☒</span> Q2 <span style="font-size: 1.2em;">☒</span> Q3 <span style="font-size: 1.2em;">☐</span> Q4/Y3
<b>Employability Development Pathways and Systems</b>	<p>1. MHCWB will continue to develop a common cross-sector career pathways framework that will advance youth along an integrated K-16 career pathway continuum with multiple program options, expanded work-based learning opportunities. This continuum will be reinforced by a coordinated case management system of services and supports that enhance positive program outcomes as outlined in the MOU between OSCCs and Youth Service Providers, effective July 1, 2018.</p> <div style="text-align: right;">  <p><b>KPI METRIC TREND</b> 3. CONTINUING</p> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
	<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>⬇ Youth Council met on March 10, 2020 and continued to share best practices with a focus on current programs for youth with disabilities and a review of the Draft update to Strategic Priority 3 in proposed new Strategic Plan.</li> <li>⬇ Work on updating Work Readiness curriculum will move to Q4, 2020 or later.</li> </ul>
	<p>2. During all Plan years, MHCWB will allocate funding to in-school and out-of-school programs that provide youth with expanded work-based learning opportunities, academic interventions, and support systems and networks that improve the graduation rate and result in successful transition to post-secondary education and/or career employment.</p> <div style="text-align: right;">  <p><b>KPI METRIC TREND</b> 2. IMPROVING</p> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
<p><b>Q3 Comment:</b></p> <ul style="list-style-type: none"> <li>⬇ RFP issued on March 2, 2020, Bidders' Conference held March 6, 2020. Proposals due April 22, 2020.</li> </ul>	
<p>3. During all Plan years, MHCWB will act as the intermediary to accelerate the design and implementation of sector-based, high-quality career pathway programs that link middle school → secondary education → post-secondary education and employers in career pathways with currency in the labor market.</p> <div style="text-align: right;">  <p><b>KPI METRIC TREND:</b> 2. IMPROVING</p> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>	
<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>⬇ MHCWB continues engagement as a required partner with Springfield Public Schools, Holyoke Public Schools, and Westfield Public Schools who were awarded Innovation Pathway Designation Planning (IPD) grants.</li> <li>⬇ MHCWB continues to partner with current IPD high schools (Agawam and West Springfield) in advanced manufacturing pathway program implementation activities.</li> <li>⬇ WMNC conducted tours of Nursing programs and service providers for middle school students to expose them to careers in Healthcare and the required educational pathways. Planned visits shortened by COVID-19 which closed campuses and restricted access to the service providers.</li> <li>⬇ MHCWB staff continue to provide guidance and direction to multiple in-school strategic planning and program implementation activities.</li> </ul>	



**Goal/Strategy**

**Key Performance Indicators (KPI)**



**Youth Service Delivery Capacity Building and Alignment**

4. MHCWB will continue to facilitate initiatives and interventions that will result in increased coordination and alignment between agencies serving out-of-school youth and the One Stop Career Centers to ensure that youth, including youth with disabilities, successfully transition to the next level in their career pathway as outlined in the MOU, effective July 1, 2018.



**KPI METRIC TREND:  
2. IMPROVING**

No Progress      Partially Implemented      Fully Implemented

**Q3 Comments:**

- + MHCWB continues to manage the newly implemented referral and follow-up process between WIOA OSY provider's and MH OSCC operators to maximize delivery of services to certain OSY requiring services from OSCC Operators.
- + MHCWB and the OSCC Operators continued to operate the Disability Employment Initiative (DEI VII) to serve youth ages 16-24 to develop and access Career Pathways.
- + Youth Council met on March 10, 2020 and continued to share best practices with a focus on current programs for youth with disabilities.

5. MHCWB will continue to work with existing community-based partnerships to deepen and broaden the scope of its school time and out-of-school time programs and services to elementary and middle school age students.



**KPI METRIC TREND:  
3. CONTINUING**

No Progress      Partially Implemented      Fully Implemented

**Q3 Comment:**

- + This Key Performance Indicator (KPI) is terminate effective December 31, 2019.

**Employer Engagement**

1. MHCWB will continue to work with each MHCWB funded out-of-school youth agency to assist in expanding work-based learning and employability readiness supports and services for participating youth.



**KPI METRIC TREND:  
2. IMPROVING**

No Progress      Partially Implemented      Fully Implemented

**Q3 Comment:**

- + Youth Council met on March 10, 2020 and continued to share best practices with a focus on current programs for youth with disabilities and a review of the Draft update to Strategic Priority 3 in proposed new Strategic Plan.
- + Work on updating Work Readiness curriculum will move to Q4, 2020 or later.

2. The MHCWB will develop business champions to hire youth interns/employees from its programs, particularly, although not exclusively, in STEM high quality career pathways.



**KPI METRIC TREND:  
3. CONTINUING**




No Progress      Partially Implemented      Fully Implemented





**Q3 Comment:**


- + MHCWB did not pursue STEM at Work RFP posted January 10, 2020 and due January 31, 2020, noting we would instead continue our strategic discussions and capacity building work with our employers to be better positioned to respond in the future.

# Strategic Priority 4

## Be the Leading Advocate, Planner and Convener to Promote and Fund Regional Workforce Development

Goal/Strategy	Key Performance Indicators (KPI) <div style="display: flex; justify-content: space-around; align-items: center;"> <span>☒ Q1</span> <span>☒ Q2</span> <span>☑ Q3</span> <span>☐ Q4/Y3</span> </div>
<b>Communicating the MHCWB's Mission</b>	<p>1. MHCWB will develop and execute a communication plan that specifically targets entities identified from the MHCWB's Stakeholder Analysis as needing "high priority engagement" to inform them of MHCWB accomplishments as documented through the Strategic Plan Scoreboard and KPIs.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <b>KPI METRIC TREND</b>  <b>3. CONTINUING</b> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
	<p><b>Q3 No Comments.</b></p>
	<p>2. During all Plan years, MHCWB will inform key stakeholders on issues that impact the workforce development eco-system and create opportunities for accelerating regional partnership development and deployment and improving workforce development program alignment and expansion.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <b>KPI METRIC TREND:</b>  <b>2. IMPROVING</b> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
	<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>⬇ MHCWB and WMNTMA co-sponsored Manufacturing Forum on February 14, 2020 attended by 65 people representing advanced manufacturing companies, educational institutions, legislative officials, MH OSCC, and economic development entities.</li> <li>⬇ MHCWB President &amp; CEO presented update on West Region Five Year Manufacturing Plan to Branding and Marketing Sub-Committee of AMC on March 27, 2020.</li> <li>⬇ MHCWB Staff continued to serve as members on a variety of regional panels focused on youth programming and development.</li> <li>⬇ MHCWB conducted meeting of the Educator Work Group on February 10, 2020 at Westfield State University.</li> <li>⬇ MHCWB President &amp; CEO using Twitter to share information on key MHCWB activities, grant activity, and program development and implementation.</li> </ul>
	<p>3. MHCWB will meet with local mayors, other locally elected officials, and the local State legislative delegation to discuss workforce development issues and opportunities that impact job creation and regional economic development and expansion in Hampden County.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <b>KPI METRIC TREND</b>  <b>2. IMPROVING</b> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <span>No Progress</span> <span>Partially Implemented</span> <span>Fully Implemented</span> </div>
<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>⬇ As part of Manufacturing Forum on February 14, 2020, MHCWB President briefed selected members of the MA House of Representatives importance of sustained funding for training programs for unemployed individuals and incumbent employees of the regions manufacturing companies.</li> <li>⬇ MHCWB President and MWA Ex. Director and two other workforce board executives met with Sen Eric Lesser on January 7, 2020 to discuss FY 2021 Senate budget and continued support for the manufacturing lien item.</li> </ul>	

Goal/Strategy	<b>Key Performance Indicators (KPI)</b> 
<b>Align Regional Workforce and Economic Development Strategic Goals</b>	<p>1. During all Plan years, MHCWB will work with the economic development entities and educational institutions in Hampden County to align their strategic goals with specific strategic priorities contained in the MHCWB's Strategic Plan.</p>  <p><b>KPI METRIC TREND: 2. IMPROVING</b></p> <p>No Progress      Partially Implemented      Fully Implemented</p>
	<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>+ MHCWB and MHFWB continued process to update current Strategic Planning Documents Matrix which identifies regional planning documents and their current status as related to Blueprint implementation.</li> <li>+ MHCWB met with President of EDC-WM on MARCH 19, 2020 to get an update on the development of new EDC WM Strategic Plan. Plan in process with addition meetings of SP Committee scheduled in Q-4.</li> <li>+ MHCWB met with Debra Boronski, regional Director of MOBD on March 4, 2020 to discuss coordinated outreach to business and industry as part of implementation of a strategy in the Pioneer Valley Labor Market Blueprint.</li> </ul>
	<p>2. MHCWB will continue to convene required meetings for the WIOA Regional Planning process to align strategic plans and protocols that will result in a coordinated and integrated regional workforce development strategy.</p>  <p><b>KPI METRIC TREND: 2. IMPROVING</b></p> <p>No Progress      Partially Implemented      Fully Implemented</p>
	<p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>+ MHCWB, in partnership with MHFWB, conducted meeting of Regional Planning Educator Work Group on February 10, 2020 to discuss work in progress on Summary Report on Technical Programs and solicit feedback and guidance.</li> <li>+ Educator Work Group of the PV Regional Planning Blueprint Implementation process produced <i>Addendum to Summary Report of the Technical Programs at PV Community Colleges, Vocational Technical High Schools and Westfield State University</i>. Addendum to be disseminate to partners in early Q-4.</li> <li>+ Blueprint Data Team continues on line meetings to review and refine Updated Pioneer Valley Labor Market Data package prepared by MA WSC.</li> <li>+ MHCWB continued to provide labor market data and letters of support to educational entities for a variety of grants and educational projects.</li> </ul>
<p>3. MHCWB will continue to convene and facilitate meetings between MHCWB and the WIOA Core Partners to discuss the delivery of business and job seeker workforce development services at the OSCCs, pursuant to the MOU, effective July 1, 2017 to ensure alignment with the region's workforce and economic development goals and strategies.</p>  <p><b>KPI METRIC TREND: 3. CONTINUING</b></p> <p>No Progress      Partially Implemented      Fully Implemented</p>	
<p><b>Q3 Comment:</b></p> <ul style="list-style-type: none"> <li>+ MHCWB OSCC Operators and WIOA CORE Partners continued to assess best approaches to implementing processes to ensure that services at the MHOSCC are delivered in a coordinated and timely manner.</li> </ul>	

Goal/Strategy	<b>Key Performance Indicators (KPI)</b> <input type="checkbox"/> Q1 <input type="checkbox"/> Q2 <input checked="" type="checkbox"/> Q3 <input type="checkbox"/> Q4/Y3
<b>Secure Public and Private Funding</b>	<p>1. During all Plan years, the MHCWB will develop and implement a Funding Strategy that is aligned with its Mission that will result in a 10% annual increase in new revenue derived from new and/or additional public and private funding sources.</p> <div style="text-align: center;">  </div> <p style="text-align: right;"><b>KPI METRIC TREND: 2. IMPROVING</b></p> <p style="text-align: center;"> <input type="checkbox"/> No Progress   <input type="checkbox"/> Partially Implemented   <input checked="" type="checkbox"/> Fully Implemented </p> <div style="background-color: yellow; border: 1px solid black; padding: 5px;"> <p><b>Q3 Comments:</b></p> <ul style="list-style-type: none"> <li>⚡ MHCWB awarded \$18,300 from the E. Herbert Burk Fund to continue to conduct programs and activities related to career development in the regional advanced manufacturing industry.</li> <li>⚡ MHCWB YearRound program with Westfield Public Schools increased by \$7,000.</li> <li>⚡ MA legislature increased funding to MassHire One Stop Career Centers resulting in a total increase of \$43,400 to MH Holyoke and Springfield.</li> </ul> </div>