



**HAMPDEN COUNTY
WORKFORCE BOARD**



**FRANKLIN HAMPSHIRE
WORKFORCE BOARD**

Memorandum of Agreement

Pioneer Valley Region 2 Regional Planning Initiative

July 1, 2022-June 30, 2023

I. Term

This Memorandum of Agreement is in effect from July 1, 2022-June 30, 2023 and will be reviewed no later than June 1, 2023 for the purpose of modifications and revisions. Contingent upon agreement by all parties, a new Memorandum of Agreement will be executed covering the time beyond June 30, 2023.

II. Introduction

The MassHire Franklin/Hampshire Workforce Board (MHFWB) and the MassHire Hampden County Workforce Board, Inc. (MHCWB), (Referred to as the “Boards”) will operationalize the Commonwealth’s strategic vision to address unemployment and labor shortages by assessing the capacity of the workforce system in Region 2 to design and implement programming that will accelerate the scale up of programs, services, and supports that deliver education and training for high demand jobs in priority industries and occupations. This work has been codified on ***the Pioneer Valley Labor Market Blueprint 2018-2022, and UPDATED Blueprint-(September 2020).***

Pioneer Valley constituted the following four (4) Work Groups that meet on a regular basis to provide overarching strategic guidance and direction for all Region 2 Regional Planning and Blueprint Implementation work:

1. Regional Planning CORE Team
2. Employer Advisory Committee
3. Educator Work Group
4. Data Team

The Boards are using data, findings, observations, and recommendations contained in the following Reports produced by Region 2 Work Groups identified above as a part of the Regional Planning and Blueprint Implementation process:

1. ***Pioneer Valley Labor Market Blueprint 2018-2022***
2. ***UPDATED Pioneer Valley Labor Market Blueprint-September 2020***
3. ***Strategic Plan - Western Massachusetts Nursing Collaborative 2021-2023***
4. ***Summary of Educational Programs at the Vocational Technical High Schools, Community Colleges and Westfield State University- October 2019***
5. ***Addendum to the Summary of Technical Programs at the Regional Community Colleges and Westfield State University- Program Enrollment and Enrollment vs. Program Capacity- March 2020***

6. *Addendum Review of Non-Credit Career Courses at the Community Colleges Related to the Healthcare and Social Assistance Industry- October 2020*
7. *Addendum to Summary of Technical Programs at the Regional Community Colleges and Westfield State University-Graduation Data and Employment Status- April 2021*
8. *Addendum Review of Adult Education Programs Region2 UPDATE- April 2022*
9. *Advanced Manufacturing Workforce Development and Technology Adoption Report- August 2022*
10. *Second Addendum to Summary of Technical Programs at the Regional Community Colleges and Westfield State University- Program Enrollment and Enrollment vs. Program Capacity- February 2023*

III. Statements of Agreement and Collaboration

A. All Parties Involved in this Memorandum of Agreement Commit to the Following:

- Work in a spirit of collaboration, mutual support and trust with the Workforce Skills Cabinet, Commonwealth Corporation, and all signatories to this MOA.
- Accelerate working relationships among the participating regional partners and establish clear roles and responsibilities to achieve desired short-term and long-term outcomes.
- Continue to develop a long-term vision for regional workforce development and capacity building beyond the implementation of this specific Regional Planning initiative.
- Serve as a model for regional workforce development partnership engagement that can be applied to similar work in other regions across the Commonwealth and nationally.

B. The Boards Involved in this Memorandum of Agreement Commit to the Following:

- Convene regional partners to achieve the overall goals, including, but not limited to ensuring that the region applies for WCTF and CTI funds in FY 2023.
- Collaborate with the three regional MassHire One Stop Career Centers to ensure an integrated system to deliver services to businesses and job seekers.
- Convene and facilitate three (3) CORE Team virtual or (if circumstances allow) in-person follow up regional sessions and additional communication or work related to ensuring that the team maintains continuous communication and joint accountability related to regional plan implementation.
- Involve employers in all pertinent aspects of regional planning initiatives and facilitate relationship building between the employers and training institutions to foster long-term relationships and opportunities for leveraging potential financial investment moving forward.

- Engage employers in developing a formal process to evaluate the Business Impacts of training programs on accelerating regional industry-specific job creation and enhancing business competitiveness.

C. The MassHire One Stop Career Centers Involved In This Memorandum Of Agreement Commit To The Following:

- Continue to work with the regional Upskilling Navigators to coordinate and increase recruitment and on boarding of unemployed/underemployed customers.
- Ensure an integrated and collaborative working relationship between the Region 2 Market Maker and the Business Service Representatives of the MH One Stop Career Centers.
- Partner with the participating CTI schools to be the lead entity in the recruitment, assessment, interviewing, and selection of participants for the Adult Training component of CTI.
- Collaborate with the Boards and training providers to recruit, assess, interview, and select participants for WCTF funded training programs.
- Provide case management services and job matching and placement services, including virtual job fairs, to participants enrolled in WCTF funded and CTI funded programs.
- Continue serving as a member of the **Region 2 Data Team** to analyze regional labor market demand v. supply data to provide data and information to Business Service Representatives and Job Developers.

D. The Educational Institutions/Training Providers Involved In This Memorandum Of Agreement Commit To The Following:

- Continue to serve on or join the **Educator Work Group** and any Ad-Hoc Committees that may evolve during the life of the initiative.
- Assess regional education/training infrastructure and capacity to deliver innovative instruction in priority occupation(s) utilizing various delivery modes, and focused on the following:
 - Align coursework and Certificates from one level to the next so that prior coursework, certificates, and/or work experience count toward a higher degree/certificate/industry-recognized credential.
 - Increase internship and clinical sites to allow students/program participants opportunities to experience career pathway positions.
 - Build-in stepping-out points within a program where students can obtain a certification/credential leading to employment and obtain employment while continuing their education.
 - Develop flexible scheduling alternatives that accommodate employees/ students and allow for multiple starting points during the year.

- Engage employers in developing a formal process to inform curriculum, create work-based learning opportunities for students/program participants and position participants for post-training employment and retention.

E. The Employers and/or Economic Development Entities Involved In the Regional Planning Initiative Commit To The Following:

- Continue to serve on the Region 2 CORE Team, **Employer Advisory Committee** and other committees that may evolve during the life of the initiative.
- Inform the CORE team of new technology innovations and planned business expansions that will spawn job creation and drive regional economic development.
- Ensure that workforce and educational partners are part of regional economic development planning and policy development.
- Facilitate industry tours for students/program participants, and teachers/counselors that will expose them to regional businesses, and inform them of career pathways in Blueprint priority and other critical industries and occupations.
- Sponsor and support events and activities that recognize and acknowledge the accomplishments and successes of students/ participants enrolled in educational/training programs conducted as part of the Blueprint implementation process.
- Identify additional regional companies and industry associations that can provide strategic guidance to the CORE team and its standing committees on Blueprint design and implementation going forward.
- Promote Region 2 as a bellweather location for siting new companies and growing existing business operations that will accelerate job creation and contribute to economic expansion.
- Hire completers of Blueprint informed training programs for career pathway opportunities in priority regional occupational groupings.

IV. Signatories:

As representatives of the Pioneer Valley's Regional Planning CORE Team, we affirm that the FY 2023 Work Plan meets the goals of the regional planning process, and agree that the Work Plan is aligned the needs of our region's education, economic development, and workforce development systems.

Rebecca J Bialecki

Rebecca J Bialecki (Mar 15, 2023 12:33 EDT)

Rebecca Bialecki
Executive Director, MH F/H Workforce Board

David M. Cruise

David M. Cruise (Mar 13, 2023 09:17 EDT)

David M. Cruise
President & CEO, MHHC Workforce Board

John B. Cook

John B. Cook (Mar 13, 2023 10:46 EDT)

Dr. John B. Cook, STCC
Education Representative

Dr. Michelle Schutt

Dr. Michelle Schutt (Mar 13, 2023 09:31 EDT)

Dr. Michelle Schutt, GCC
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Christina Royal

Christina Royal (Mar 15, 2023 12:49 EDT)

Dr. Christina Royal, HCC
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Tim Rooke

Timothy Rooke (Mar 14, 2023 08:42 EDT)

Tim Rooke, WSU
Education Representative

Anne McKenzie

Anne McKenzie, Hadley Public Schools
Education Representative

Stefan Czaporowski

Stefan Czaporowski (Mar 15, 2023 11:39 EDT)

Stefan Czaporowski, Westfield Public Schools
Education Representative

Judith Roberts

Judith Roberts (Mar 13, 2023 10:36 EDT)

Judith Roberts, The Literacy Project
Education Representative

Kimberly Robinson

Kimberly Robinson, PVPC
Economic Development Representative

Anne Kandilis

Anne Kandilis (Mar 15, 2023 15:49 EDT)

Anne Kandilis
Economic Development Representative

Jessica Atwood

Jessica Atwood (Mar 13, 2023 09:24 EDT)

Jessica Atwood, FRCOG
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David Gadaire

David Gadaire (Mar 13, 2023 06:17 PDT)

David Gadaire, MHH Career Center
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Maura Geary

Maura Geary (Mar 13, 2023 09:16 EDT)

Maura Geary, MH F/H Career Center
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Kevin E. Lynn

Kevin E. Lynn (Mar 13, 2023 09:26 EDT)

Kevin Lynn, MHS Career Center
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