



Priority Sectors and Regional Blueprint Maps for Early College Programs

Perkins: Comprehensive Local Needs Assessment

- ▶ Part II: Alignment to Labor Market Needs
- ▶ How well are our programs aligned with state, regional, and local workforce and career needs? What programming changes might we consider for closer alignment?
- ▶ Perkins V emphasizes alignment between local and regional workforce needs and the CTE programs to meet those needs. School districts and postsecondary institutions are expected to make programmatic decisions grounded in an analysis of local and regional needs. Through analysis and regional consultation, applicants can determine whether programs should be expanded, added, or phased out.

CLNA cont.

- ▶ ***Your institution's analysis should attempt to answer the following questions:***
 - What industries and occupations are expected to grow most in our local region? [“Local region” is the area represented by a local MassHire Workforce Board, or two or more MassHire Board catchment areas.]
 - Regionally, to what extent is there a need for new or expanded CTE programming to meet existing industry/ occupational demand that our school might consider addressing?
 - Does our school offer CTE programs aligned with industries and/or occupations with weak or non-existent demand? What are those programs?
 - What are the emerging industries and/or occupations in the region, if any, to which all students should be exposed?
 - What skills and/or knowledge gaps, if any, exist in our programs, according to industry partners/experts?
 - Does our school offer (or intend to offer) programs meeting other needs *not* identified by our local MassHire Board? If yes, on what basis have we determined the need for the programs?

View your region's blueprint

<https://www.mass.gov/service-details/view-your-regions-blueprint>

Who developed the blueprints? The blueprints were developed throughout a comprehensive year-long planning process that involved local, regional, and state leadership from workforce development, education, and economic development, and input from business and community stakeholders. The blueprints were updated in 2020.

Regional Blueprints

- ▶ Berkshire
- ▶ Cape and Islands
- ▶ Central
- ▶ Greater Boston
- ▶ Northeast
- ▶ Pioneer Valley
- ▶ Southeast

Development of the Blueprint

The Labor Market Blueprint is developed using a combination of data, interviews, focus groups, and existing research. This information gathered was used to both inform the Blueprint and help to align the goals of the three partners: economic development, workforce development, and education.

Critical Trends used:

- ▶ Population change that will impact the workforce
- ▶ Regional demographics (age, education, etc)
- ▶ Past and current high level industry trends (growing, declining, emerging industries)
- ▶ Employment history for the region

Top Industry Trends: Manufacturing

- ▶ 1) Advanced Manufacturing - Overall, the manufacturing industry is very important to the Northeast region's economic success for a number of reasons:
 - Size: With nearly 54,000 jobs in the Region in 2017, it is the 3rd largest 2-digit industry sector by number of jobs and accounts for 11% of all jobs. Wealth Generation and Wages: The Manufacturing sector has significantly higher average earnings per job, \$116,722 in 2017 compared to \$69,056 for all industries.
- ▶ ▫ Replacement Demand: The Manufacturing sector is facing an aging workforce that is creating demand for replacement jobs, specifically including: Team Assemblers; Carpenters; Electricians; First-Line Supervisors of Production and Operating Workers; Inspectors, Testers, Sorters, Samplers, and Weighers; Machinists; Packaging and Filling Machine Operators and Tenders. The region recognizes that the manufacturing industry is experiencing an overall decline in terms of number of jobs; however, the industry continues to play an important role in the economy and therefore needs support and investment in order to maintain it and stabilize or reverse the decline.

Top Industry Trends: Professional and Technical Services

- ▶ 2) Professional and Technical Services - The Professional and Technical Services industry is important to the Northeast region's economic success for a number of reasons: □ Wages: The earning potential for Professional and Technical Services sector is high, with wages over \$105,000 on average. □ Impact on Other Industries: The Professional and Technical Services industry serves many other industries including Manufacturing and Health Care and Social Assistance. Its role in the larger economy makes it important to support and enhance as it will subsequently benefit many other industries and the overall regional economy.

Top Industry Trends: Health Care and Social Assistance

- ▶ 3) Health Care and Social Assistance - The Health Care and Social Assistance industry is important to the Northeast Region's economic success for a number of reasons: - Size: Health Care and Social Assistance accounts for over 90,000 jobs in 2017 in the Northeast, and is the largest industry. - Replacement Demand: The industry experiences high turnover that will require replacement of existing positions and continually finding new employees. - High Growth: The Health Care and Social Assistance has growth in the past and the industry is projected to continue growing at a rate of 12% projected growth or the addition of 10,770 jobs by 2022.

Additional Information found in Blueprint

- ▶ Unemployment trends
- ▶ Career Pathways
- ▶ Economic development goals and mission statement

Education Goals in Blueprint

- ▶ Education. Describe the changes in programming, recruitment, retention and placement strategies, assessment, tracking, or other strategies specific educational partners have committed to in order to meet shared regional goals.
- ▶ - Host semi-annual open house to invite students, teachers, parents, and others to better understand programs in priority industries.
- ▶ - Conduct review of training capacity and faculty at all levels to ensure needs of students and needs of teachers are being met.
- ▶ - Work with high schools and community colleges to bring work readiness training into the curriculum including resume writing, career exploration, good work habits, communication, and problem solving skills.

2020 Updates to Blueprints

- ▶ Focus on how regions are doing (PreCOVID)
- ▶ Education Focus
 - ▶ Pipeline Expansion: Innovation Pathways Designations
 - ▶ Skills Capital Grant Awards
- ▶ Employer Engagement