

# Job Creation and Retention Trust

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Annual Public Meeting  
November 19, 2024



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# Agenda



Who is the Job Creation and Retention Trust Board?



What is jobs linkage funding?/Current funding picture



Investment prioritization process



Overview of past years' investments



Current Investments and Obligations



Clarifying Questions

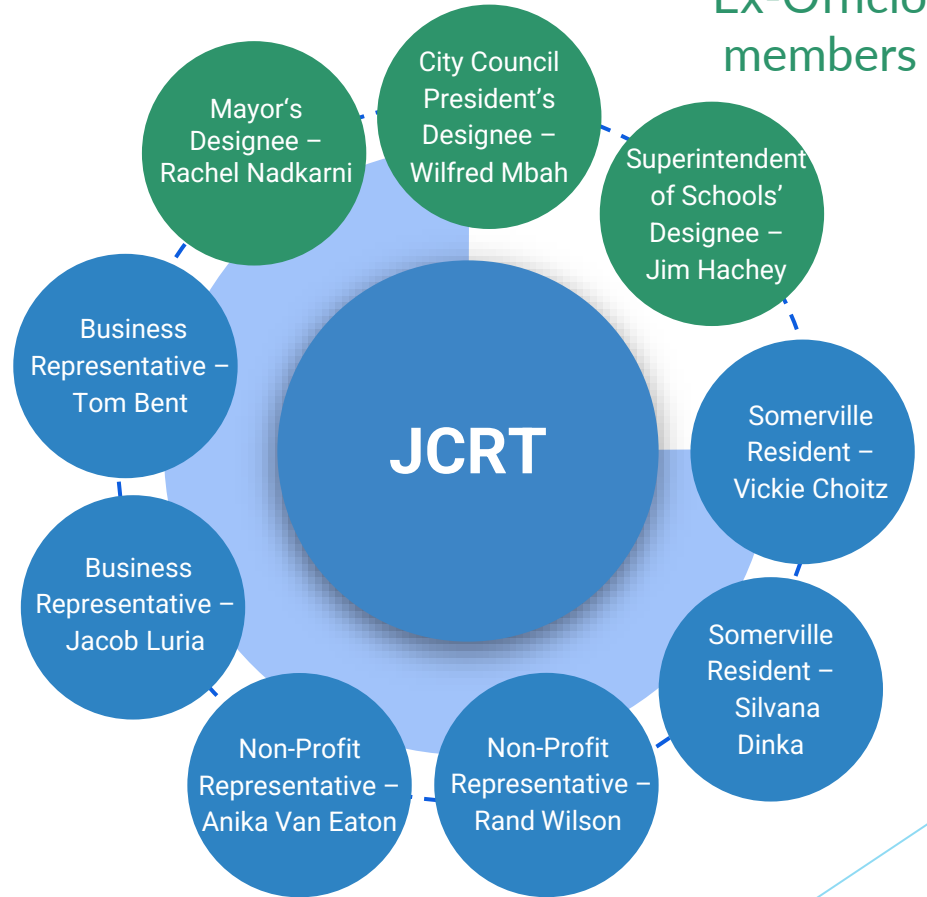


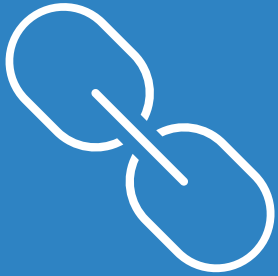
Community Priority Discussion and Public Feedback



# Who are the Job Creation and Retention Trust Board of Trustees?

Mayoral  
appointees,  
confirmed by the  
Somerville City  
Council





# What is Jobs Linkage Funding?

# Jobs Linkage Funding

- \$2.99 per square foot fee on commercial real estate development projects over 15,000 square feet
- Fees are paid in two phases: 50% due at building permit and 50% due at certificate of occupancy.
- Annual fee adjustment based on Boston Consumer Price Index (CPI)  
\$2.93 in 2023 → \$2.99 in 2024

# What can JCRT funds be used for?\*

- Development and creation of Job training and skill development opportunities for Somerville residents
- Outreach to identify populations facing barriers to employment
- Tools and software to identify and assess residents' skills/match residents with available local jobs
- Equipment and other capital costs related to non-profit/public job training and education
- Seed money for new programs or organizations
- High school and career technical education programs

\*This list is generated from the JCRT *Declaration of Trust* approved March 5, 2019.

# What can JCRT funds be used for? (continued)\*

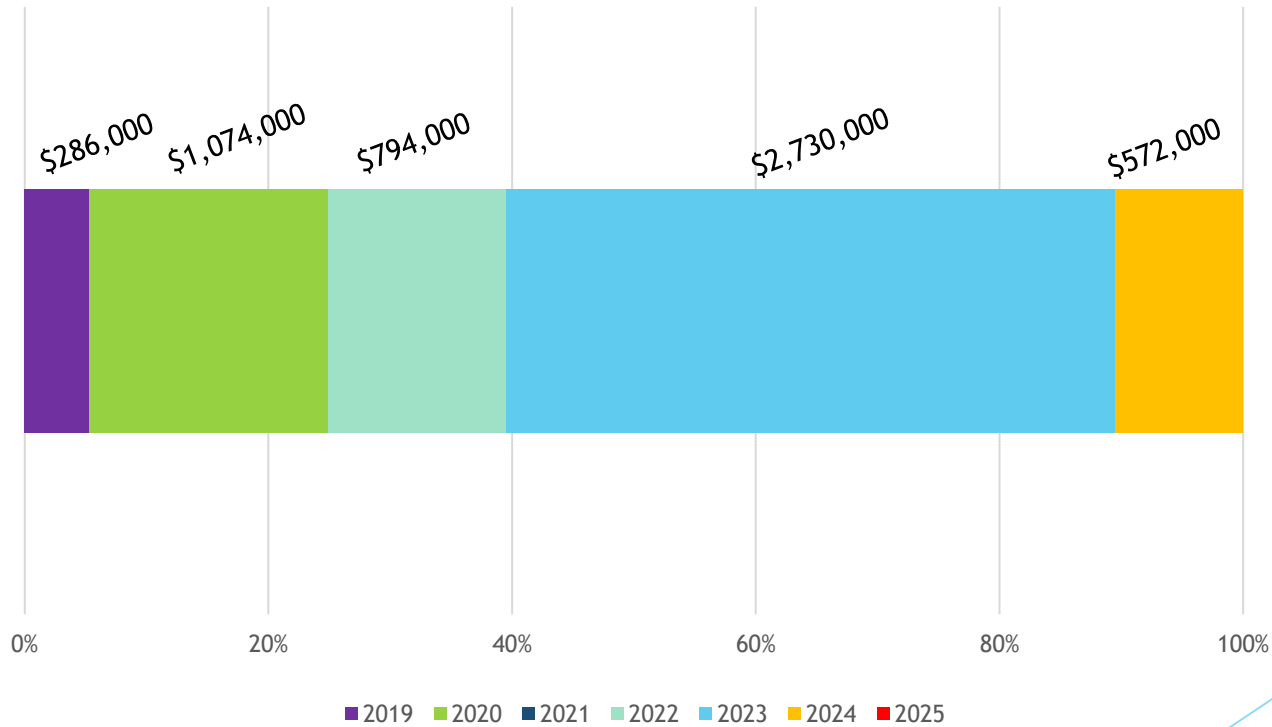
- Help employers improve high road business practices with innovative models such as worker-owned coops
- Professional development and training for non-profit and education providers
- Capacity building
- Research to determine other appropriate uses of the Trust
- Other programs/projects that assist in creation and maintenance of employment opportunities for Somerville residents in and near Somerville

\*This list is generated from the JCRT *Declaration of Trust* approved March 5, 2019.



## JCRT Contributions by Fiscal Year

Total: \$5.4M

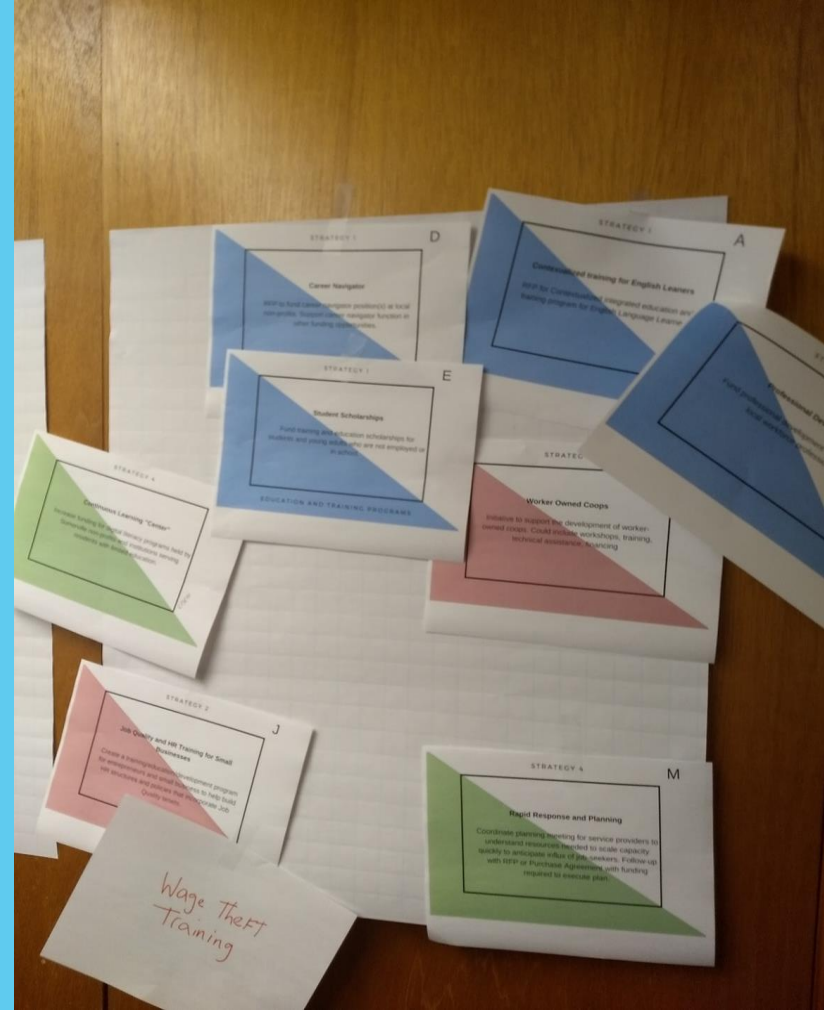


# Projected Funding Picture

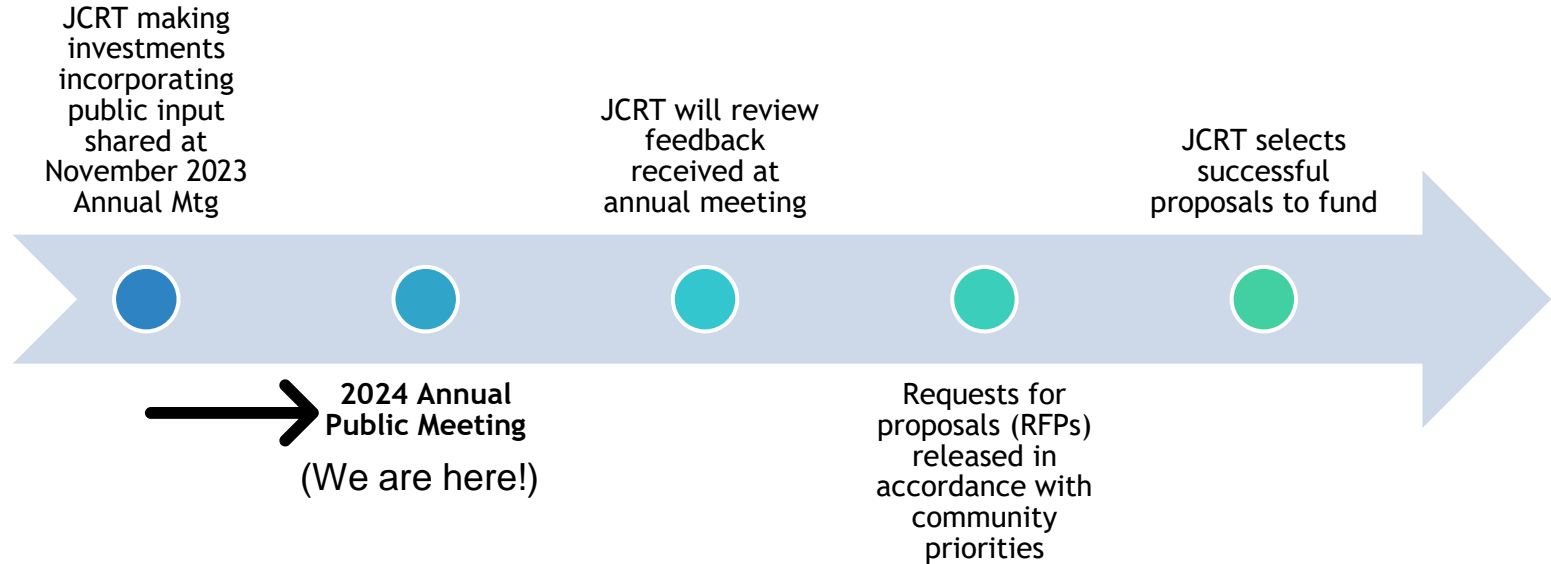
Approximately \$2.7M is projected to arrive in the next year. After arrival of those funds, the JCRT might not receive additional funds for several years.



# Investment Prioritization Process



# Investment Prioritization Process



# Talent Equity Playbook\* Strategies

## Strategy 1

Build a coordinated system of education and training services that ensures Somerville youth and adults achieve their career goals

## Strategy 2

Position Somerville as a national leader in employee engagement practices

## Strategy 3

Build a full suite of experiential learning opportunities for Somerville youth and adults

## Strategy 4

Develop resiliency responses to the “future of work”

\* [\*Somerville Talent Equity Playbook, 2018\*](#)



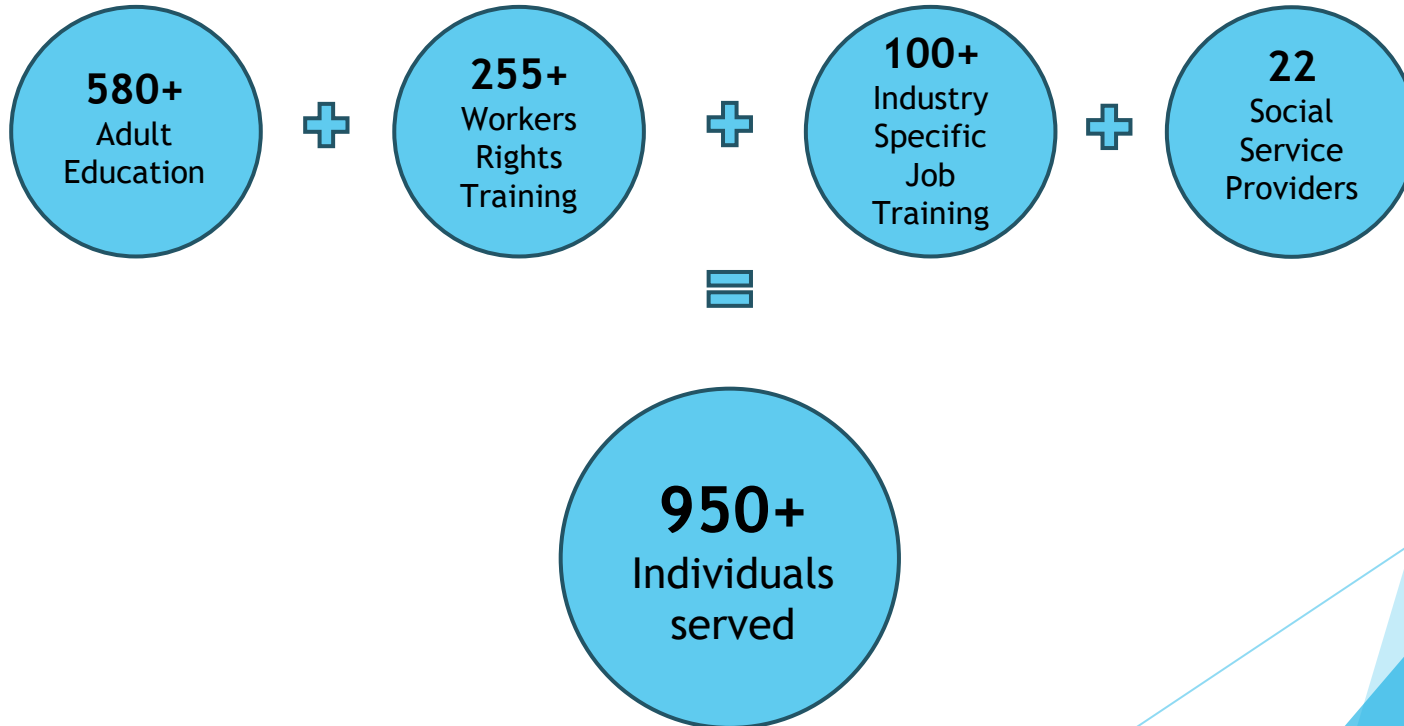
# Overview of past years' investments



Graduates of Just A Start's Adult Career Training Programs. Photo Courtesy of JAS.

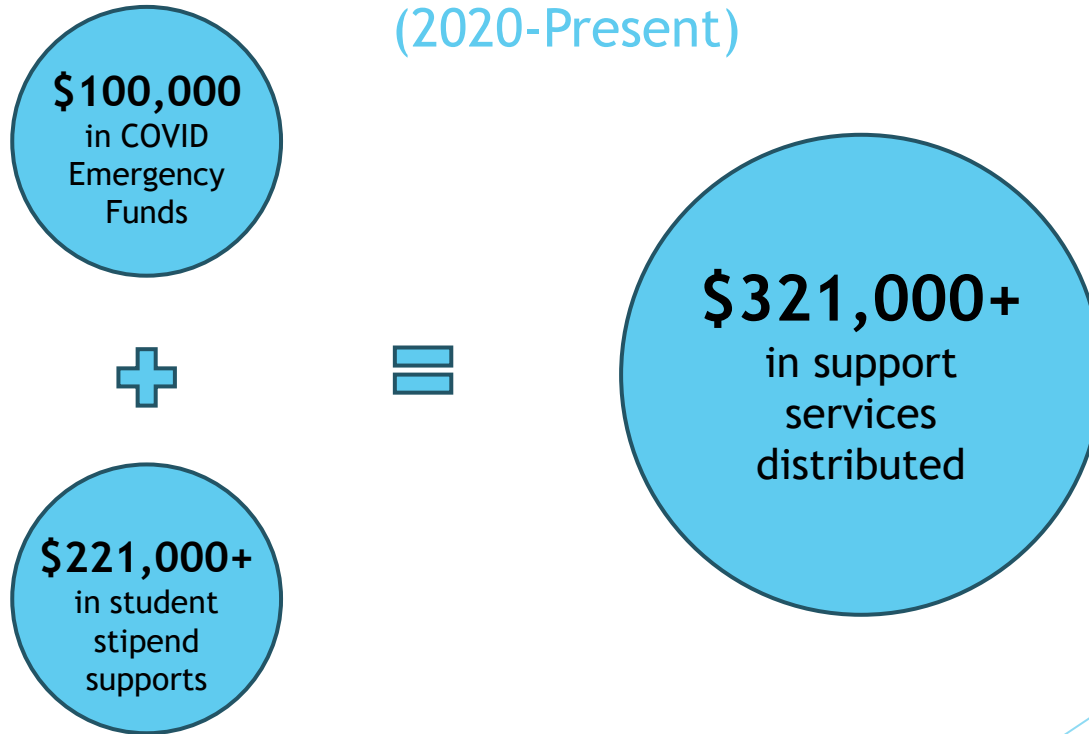
# Summary of JCRT Outcomes

(2020-Present)



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(2020-Present)





# What has the JCRT funded?: Adult Education

(Strategies 1,3,&4)

- Contextualized English Class for Speakers of other languages (ESOL)
- Adult Basic Education/High School Equivalency
- Digital Literacy Training Resources
- Stipends for participants

## Outcomes (2020 - Summer 2024)

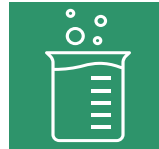
**580+** residents received adult education services

**Majority** of participants continuing education or career development at SCALE, Middlesex CC, Bunker Hill CC, Franklin Cummings Tech, and other institutions

# What has the JCRT funded?: Industry specific job training

(Strategies 1,3,& 4)

- Banking and Finance
- Biomedical Careers
- Building Maintenance and Clean Energy
- Cannabis Careers
- Information Technology
- Stipends for participants and CORI expungement services



## Outcomes (2020-Present)

**100+** Residents  
trained in high-demand  
industries

**70+** residents have  
attained better jobs

**\$8.91/hour** Average Wage  
Gain

# What has the JCRT funded?: Wage Theft and Workers' Rights Training

(Strategy 2)

- Know Your Rights (KYR) Workshops
- Train the Trainer Leadership Institute
- Workplace Issues Case Support

## Outcomes (2020-2022)

- 255 Somerville workers trained in KYR Workshops
- 29 Leadership Institute graduates
- 51 workplaces issues cases resolved or referred

# Current Investments

Contextualized English as a  
Second or Other Language

Mental Health Training for  
Staff of Social Service  
Providers

Coordination and Data  
Collection Staff Position

Post-Secondary Success  
Program for recent  
Somerville Public  
School graduates

Industry-Specific Job  
Training:  
Information Technology,  
Clean Energy, Maintenance  
and Construction, and  
Biotechnology

Professional Development  
Fund for adult education  
and workforce development  
practitioners

Funding  
obligated,  
but not  
yet  
awarded:

Childcare Career  
Advancement  
Initiative

- \$300,000

Good Municipal Jobs  
Training Program

- \$400,000

Job Quality HR  
Training for Somerville  
small businesses and  
entrepreneurs

- \$81,000

Financial Literacy

- \$250,000



# Clarifying Questions

Zoom Users: use the "**Raise Hand**" reaction in your bottom menu bar if you would like to ask a question, or, type your question in the chat.

# Public Input



# JCRT Investments



- Increased funding for training participant stipends
- Somerville Good Municipal Jobs Training Program
- **[Your next idea..?]**



Zoom Users: Use the "**Raise Hand**" reaction in your bottom menu bar if you would like to make a comment, or, type your comment in the chat.

# Community Priority Discussion



# Priority Discussion Prompts

- ▶ 1) Given our limited funding picture looking forward, which of the past, present, or obligated ideas are most aligned with the current and future needs of the Somerville community?
- ▶ 2) Are there other investment ideas that you would like for the JCRT to consider funding in the coming years?

Please use the "**Raise Hand**" reaction in your bottom menu bar if you would like to make a comment, or, type your comment in the chat.

# Thank you!



Please submit any additional public comments to  
[wfd@somervillema.gov](mailto:wfd@somervillema.gov)  
by **12:30PM on Friday, December 6<sup>th</sup>**.