

Job Creation and Retention Trust

Annual Public Meeting
November 20, 2025



This meeting is being recorded.
Please mute your microphone when not speaking.

Agenda



Who is the Job Creation and Retention Trust Board?



What is jobs linkage funding?



Implementing investment priorities



Overview of past years' investments



Current investments and upcoming programs



Current fiscal picture



Clarifying questions

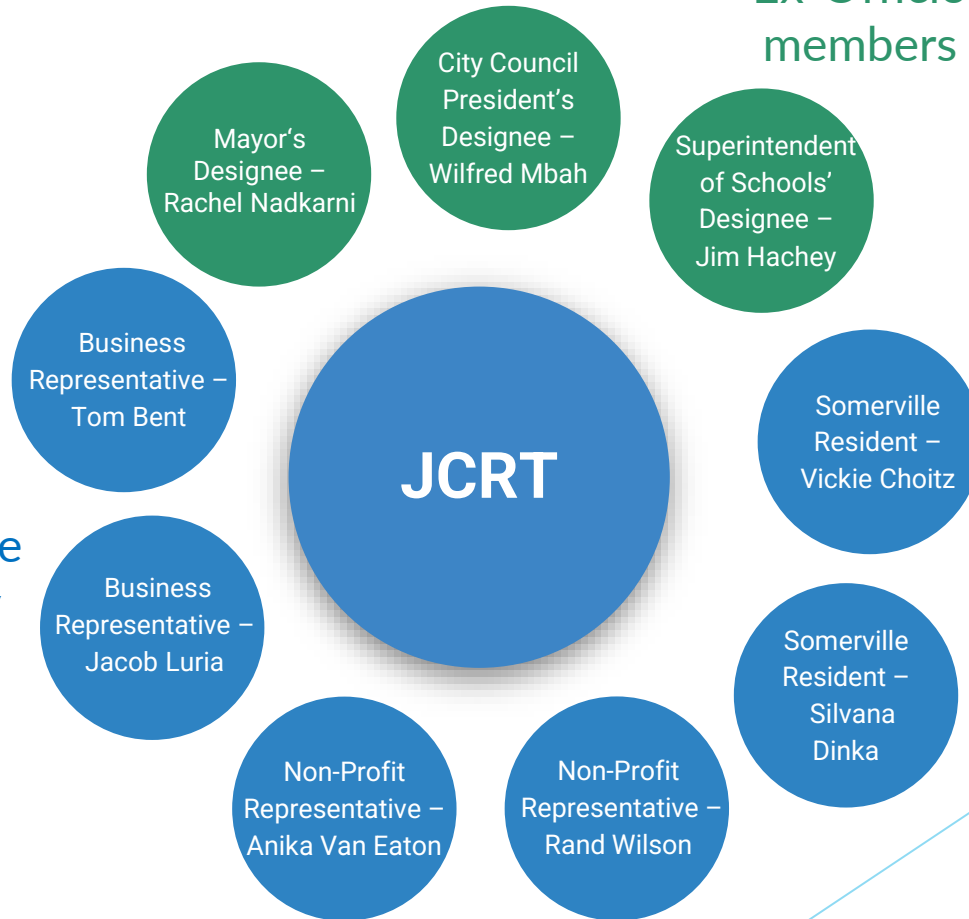


Community discussion on future JCRT funding and investments



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

- \$3.10 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)
\$2.99 in 2024 → \$3.10 in 2025

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.

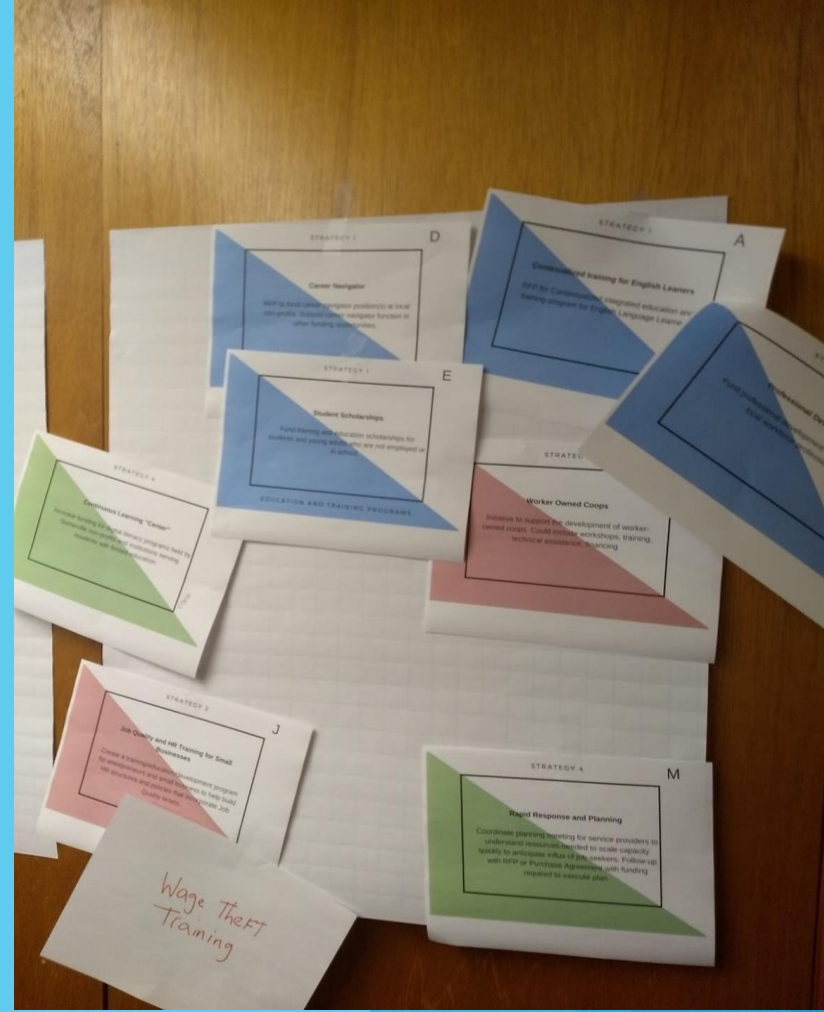
What can JCRT funds be used for? (continued)*

- 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

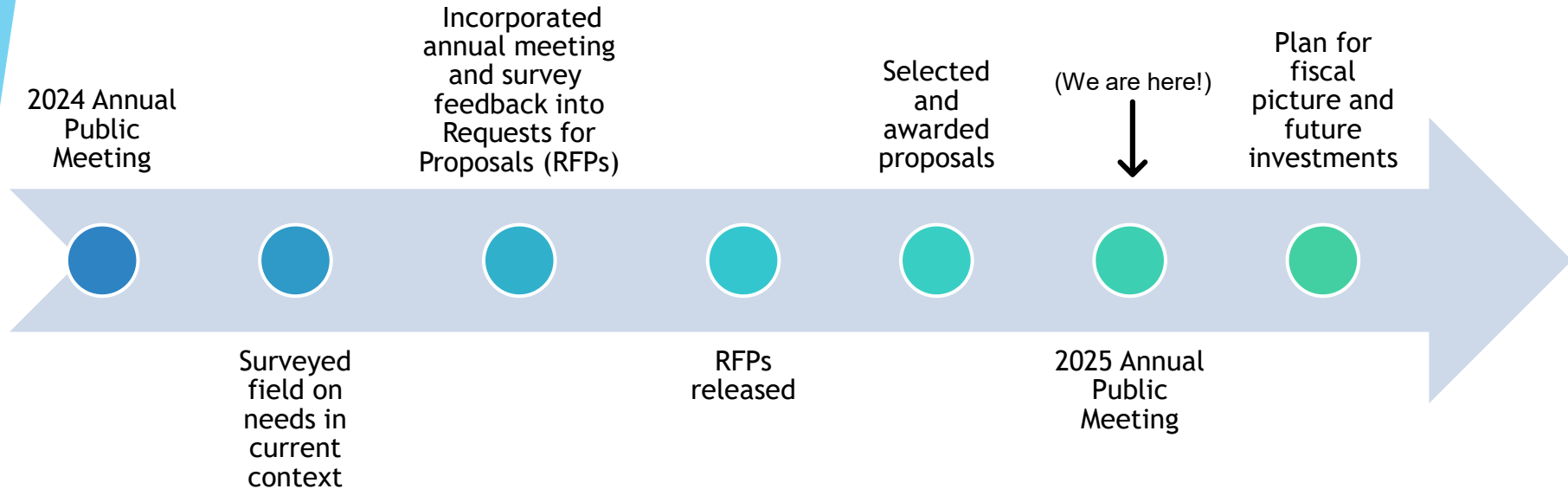
*This list is generated from the JCRT *Declaration of Trust* approved March 5, 2019.



Implementing Investment Priorities



Implementing Investment Priorities



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*



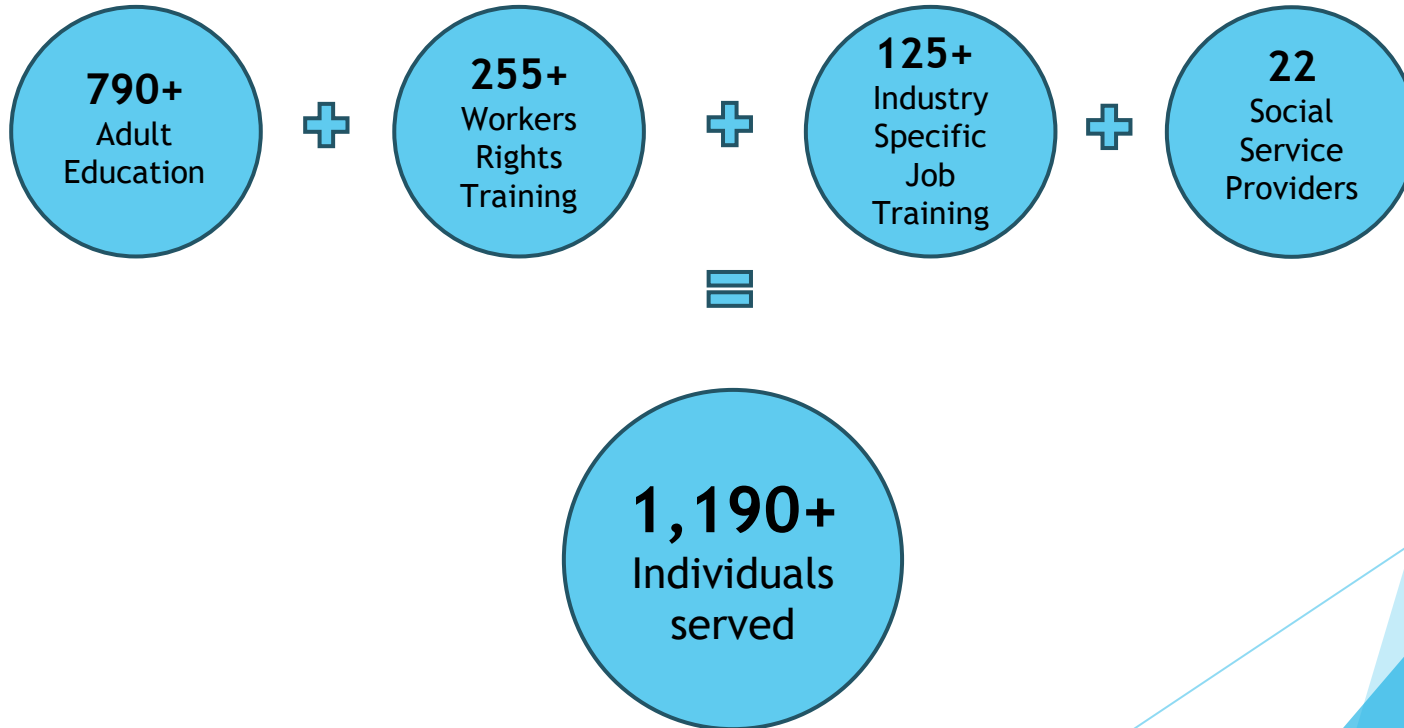
Overview of past years' investments



Photo of Participants in Just A Start's Biotechnology Careers Program, courtesy of Just A Start.

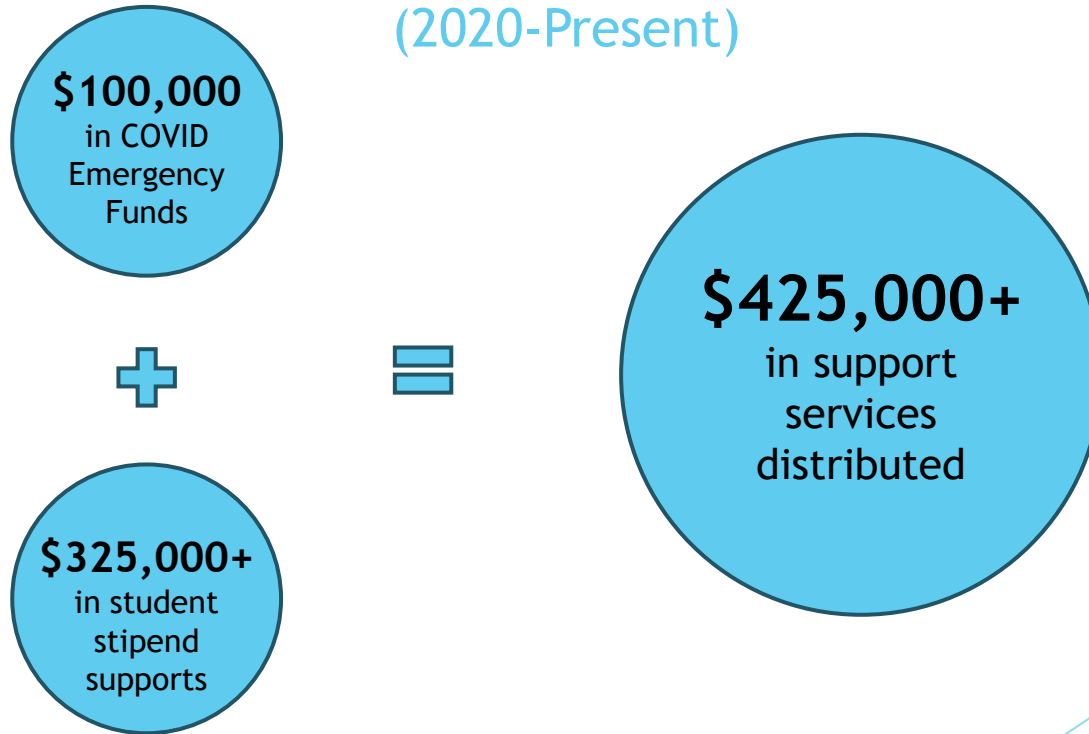
Summary of JCRT Outcomes

(2020-Present)



Summary of JCRT Outcomes

(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 - Present)

790+ 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, or entering or advancing in the workforce

Program and Participant Spotlight: SCALE

- ▶ **Joselyn Marte:** Director of Continuing Education (SCALE)
- ▶ **Andrea C:** Program Graduate
- ▶ **Mariana McDonald,** HR Director (Somerville Public Schools)



Photo of Instructor and Participants in SCALE's Contextualized ESOL and Early Childhood Education Program, courtesy of SCALE.

What has the JCRT funded?: Industry Specific Job Training

(Strategies 1,3,& 4)

- Banking and Finance
- Biotechnology Careers
- Building Maintenance, Construction and Clean Energy
- Education and Healthcare
- Cannabis Careers
- Information Technology
- stipends for participants and CORI expungement services



Outcomes (2020-Present)

125+ Residents trained in high-demand industries

79+ residents have attained better jobs

\$10.09/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

Additional Past Investments:

- Trauma & Resilient Somerville training for nonprofit professionals (Strategy 2)
- Post-Secondary Success Program for recent Somerville High graduates (Strategies 1 & 3)
 - including Student Emergency Fund

Current Investments

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

Professional Development
Fund for adult education
and workforce
development practitioners

Childcare Career
Advancement Initiative

Coordination and Data
Collection Staff Position

Upcoming Programs

STEM Internships for
recent Somerville
High School
Graduates

Facility Maintenance
and Office
Administration
Training Programs

Digital Literacy and
Workforce Readiness
for Somerville
Housing Authority
Residents

Contextualized ESOL
and Certified Nursing
Assistant Program

Nibble Culinary
Entrepreneurship
Program

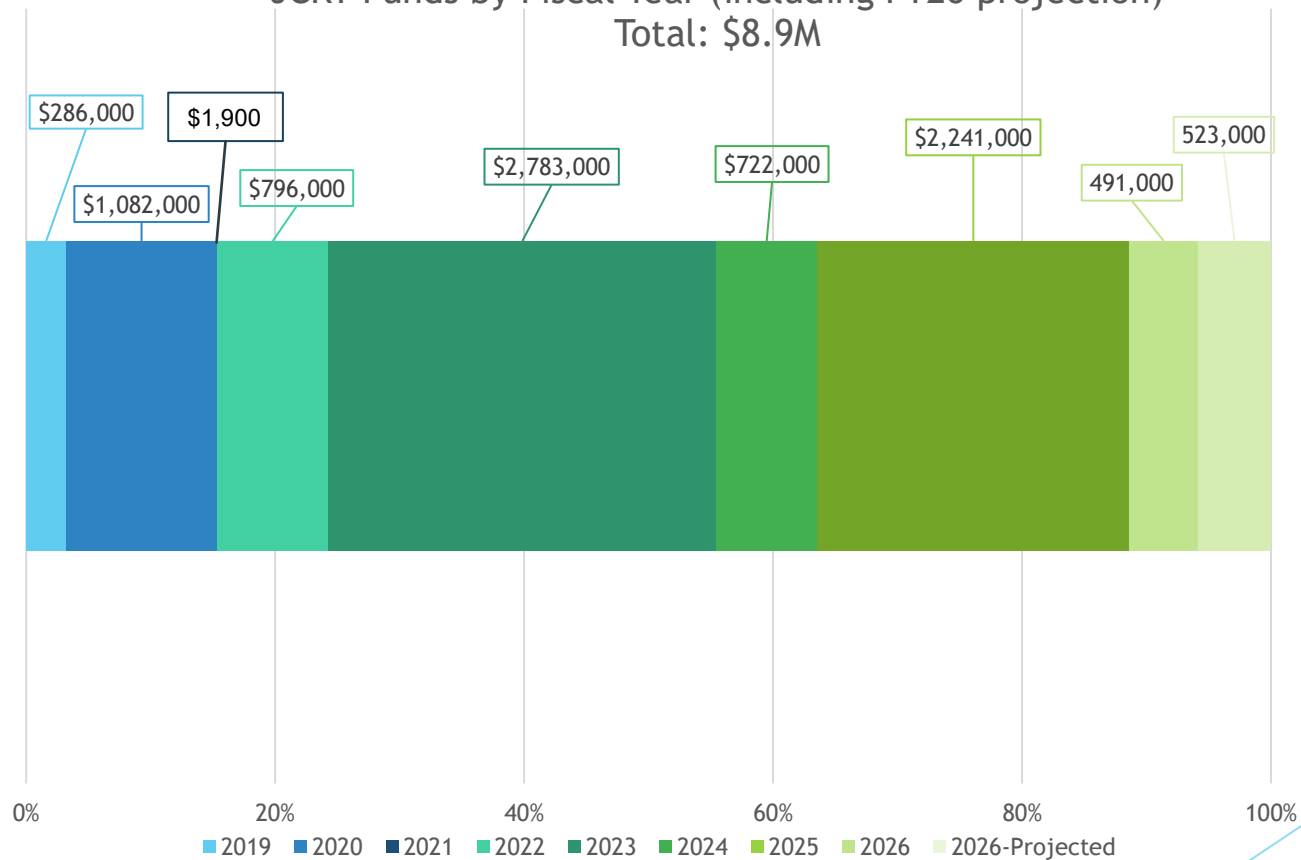
CAAS Workforce
Development
Program Launch

Industry-Specific Job
Training in IT,
Banking, and
Weatherization

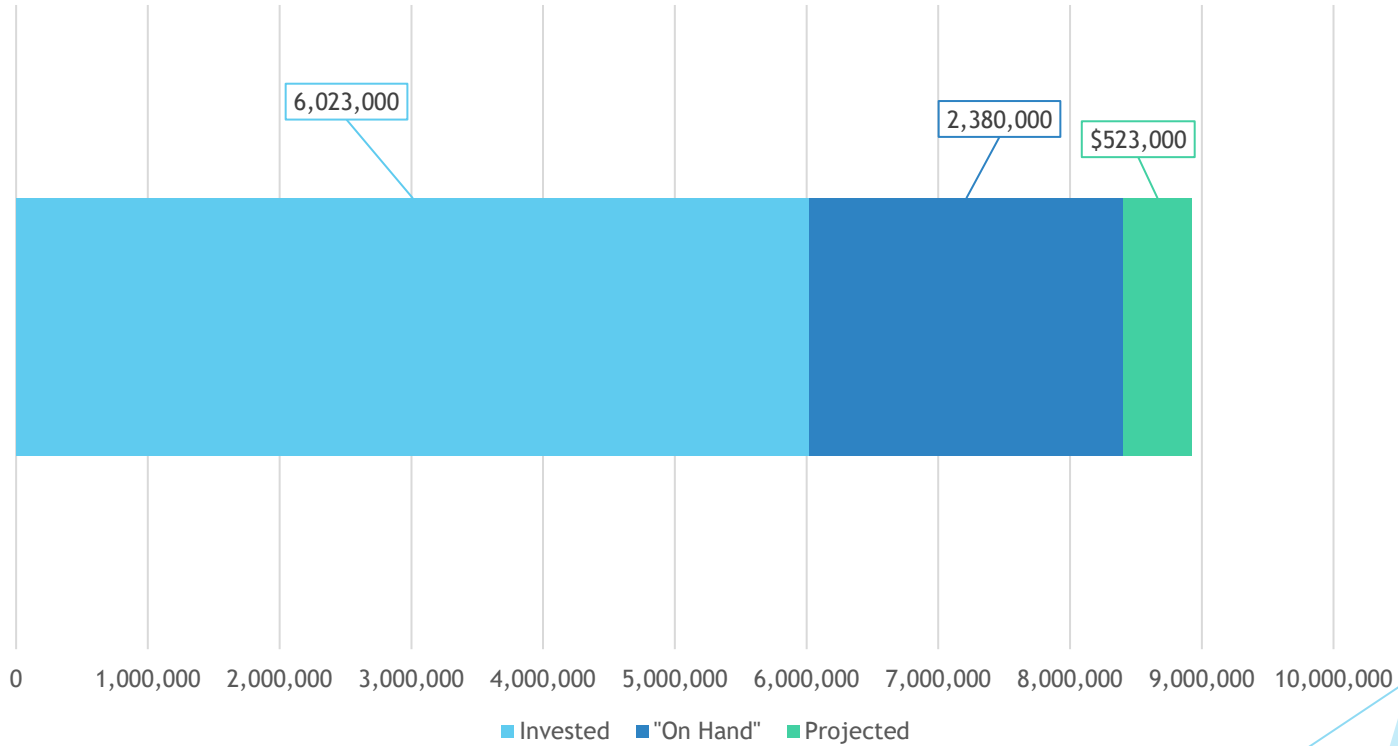


Current Fiscal Picture

JCRT Funds by Fiscal Year (including FY26 projection) Total: \$8.9M



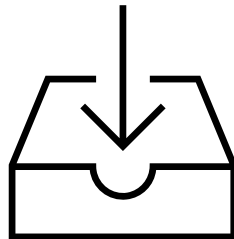
Funds Invested vs. "On Hand" vs. Projected



Fiscal Outlook

Approximately \$523,000 is projected to arrive in the next few months from one project nearing completion.

After arrival of this payment, the JCRT does not expect to receive additional linkage payments for several years.





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.



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 Discussion on Future JCRT Funding and Investments

Discussion Prompts

In the coming two years, the JCRT is spending approximately \$1.5M on programs. We have \$2.38M “on hand” with an additional \$0.52M projected to arrive this fiscal year.

- Here are some questions that the Trust is considering that we'd like your input on:
 - At what rate should the Trust be spending/conserving funds?
 - Should the Trust be awarding fewer large or smaller grants?
- What are the community's workforce development programmatic needs?

Zoom Users: 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
by 12:30PM on Friday, December 5th.