



**CITY OF SOMERVILLE, MASSACHUSETTS**  
***MAYOR'S OFFICE OF STRATEGIC PLANNING & COMMUNITY DEVELOPMENT***  
**JOSEPH A. CURTATONE**  
**MAYOR**

GEORGE PROAKIS  
EXECUTIVE DIRECTOR

**Memorandum**

**To:** Trustees of the Somerville Job Creation & Retention Trust

**From:** Thomas F. Galligani, Jr., Director of Economic Development

**RE:** **2021 JCRT BUDGET RECOMMENDATIONS**

**Date:** July 9, 2021

Trustees of the Job Creation & Retention Trust have worked collaboratively over the past six months to identify priorities and evaluate potential workforce development investments. New commercial development provides the opportunity to invest up to \$1,133,765 of job linkage fee to implement job training programs and support services for Somerville's residents.

The following pages outline a recommended strategy for putting this money to work in 2021. A budget summary can be found on Page 2 that outlines \$988,000 in new investments and \$130,750 to fulfill commitments already approved by the JCRT. A summary of each investment can be found on Pages 3 through 6.

As has been discussed in previous JCRT meetings, priorities not identified in this budget may be funded at a later date as soon as additional jobs linkage fees are collected.

## Recommended 2021 Job Creation & Retention Budget

### Total Funds Available

2020 Unspent Funds	\$417,845
2021 Jobs Linkage Fees (Received & Anticipated)	\$715,920
<b>Total Funds Available</b>	<b>\$1,133,765</b>

### 2021 Recommended Expenditures

#### *Recommended 2021 Projects*

Industry Specific Training Programs	\$381,000
Childcare Career Advancement Initiative	\$150,000
Wage Theft/Workers Rights & Responsibilities Training	\$88,000
Contextualized Education for Adult and English Language Learners	\$369,000

#### *Previously Authorized*

Job Quality HR Training for Somerville Small Businesses and Entrepreneurs	\$81,000
Coordination & Data Collection Staff Position	\$23,750
Covid Student Emergency Fund	\$22,000
Forsyth Student Scholars Program	\$4,000

<b>Total Authorizations</b>	<b>\$1,118,750</b>
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<b>Remaining Balance</b>	<b>\$15,015</b>
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## **Recommended 2021 JCRT Projects (\$988,000)**

- **Industry-Specific Training Programs (Priority #1)**

**Recommendation: \$381,000**

**Provide training and related services for** Somerville residents with lower education levels to help them achieve skills, credentials, and gainful employment and careers in growing or high-demand industries in Somerville and the greater Boston region. Program(s) should target residents who are training-ready; additional JCRT funds will be available for residents who need to improve basic academic and English skills prior to entering training.

Recommendation would authorize funding to renew a second year of funding for 2020 grantees, as approved by the Board at a future meeting: Per Scholas, Asian American Civic Association, and Just-A-Start.

- **Childcare Career Advancement Initiative (Priority #2)**

**Recommendation: \$150,000**

Child care providers in Somerville are a critical support for individual economic stability and regional economic growth. Reliable, well-staffed programs for children from infancy through school age allow families to build careers and maintain employment, and enable employers to confidently grow their businesses, knowing that their staff are available to work. Improving the conditions for this workforce, including higher wages, more supportive work environments, and opportunities for career advancement, is essential for recruiting and retaining staff in these positions, and for the overall health of the child care system.

A specific program has been proposed to adopt a linked learning model, an approach that integrates post-secondary academics and professional development with on-the-job training. The program will allow up to 10 participants to have practicum placements with a local community-based out of school time or child care provider while advancing their education career through coursework and relevant degree attainment.

***The JCRT will issue a Request for Proposals (RFP) to identify a qualified vendor or partnership.***

- **Wage Theft/Worker Rights and Responsibilities Training (Priority #3)**

**Recommendation: \$88,000**

To deliver curricula through workshops, classes or other resources for Somerville workers, businesses, and community members in the following subject areas: wage theft, and worker rights and responsibilities.

***Recommendation would provide a second year of funding for 2020 grantee the Somerville Workers Center/The Welcome Project selected in 2020 to implement a workers' rights and wage theft curriculum, with specified contract modifications for year 2.***

- **Contextualized Education for Adult and English Language Learners (Priority #4)**

**Recommendation: \$369,000**

Provide contextualized adult education and/or English language education that is taught within the context of specific growing or in-demand industries in Somerville or Greater Boston. The contextualized adult/English education should prepare lower education level learners for employment in a specific industry(s) and/or for further education and training in that industry(s).

***Recommendation would provide funding to renew a second year of funding for 2020 grantee, Bunker Hill Community College, and would authorize funding for a second year for the Somerville Center for Adult Learning Experiences (SCALE), as approved by the Board in a future meeting.***

## Programs Previously Authorized (\$130,750)

- **Job Quality HR Training for Somerville Small Businesses and Entrepreneurs**

**Recommendation: \$81,000 (Priority #7)**

Provide HR training within the context of Quality Jobs to small businesses and entrepreneurs in Somerville. In practical terms, a quality job offers:

- Wages sufficient to cover basic living expenses, a stable/predictable income, and opportunities to build wealth/assets;
- Working conditions that are safe, free from discrimination and harassment, and welcoming of and responsive to workers' concerns and ideas for improvement;
- Stable, predictable, and humane work hours; and
- A package of benefits that facilitate a healthy, stable life. Typically, these benefits include affordable health insurance, paid sick and vacation time, family/medical leave, an adequate retirement savings plan, disability insurance, and life insurance."

Proposed HR training would include the fundamentals of human resource policies and laws, as well as information and examples of quality job strategies.

***The JCRT will issue a Request for Proposals (RFP) to identify a qualified vendor or partnership and/or identify a specific partner(s) to work with to provide Job Quality HR training.***

- **Coordination & Data Collection Staff Position**

**Recommendation: \$23,750**

Provide resources to enable the JCRT to analyze data generated from grantees and other JCRT funded programming. This is the first year of a two-year commitment to provide 50% of the cost of the Workforce Development Coordinator. The City of Somerville has committed to funding the other 50% within the OSCP-D-Economic Development Division budget.

- **Covid Student Emergency Fund**

**Recommendation: \$22,000**

Fund available to support students of training programs who have been impacted by Covid-19.

- **Forsyth Student Scholars Program**

**Recommendation: \$4,000**

Stipend to support a paid summer internship for a Somerville student participating in the Forsyth Student Scholars Program.