



ANNUAL REPORT 2024-2025

Somerville Job Creation and Retention Trust

TABLE OF CONTENTS

Introduction and Background	3
Introduction	3
Background	3
This Year’s Highlights.....	3
Funding	4
Table 1: FY25 Linkage Contributions	4
Table 2: Fees Generated by Fiscal Year	4
Strategy and Investments	5
Table 3: Talent Equity Playbook Strategies.....	5
Table 4: 2024 JCRT Ranked Investment Priorities.....	6
Table 5: 2022-2023 JCRT Ranked Investment Priorities.....	7
Industry-Specific Training Programs	8
Table 6: Industry-Specific Training Participant Demographics and Outcomes.....	8
Contextualized Education for Adults and English Language Learners	9
Table 7: Contextualized Education Learner Profile and Outcomes.....	9
Additional Investments	10
Administration	11
Acknowledgments	12

Cover Photos: Images of JCRT-funded industry-specific job training programs, courtesy of Just A Start and Per Scholas

INTRODUCTION AND BACKGROUND

Introduction

This is the sixth Annual Report of the Somerville Job Creation and Retention Trust (JCRT) Board, completed in October 2025. This report provides information on the funding, investments, and outcomes of the JCRT from July 2024 through June 2025. Highlights of this year's investments included serving over 230 residents in industry-specific job training or contextualized English as a Second or Other Language (ESOL) programs, and providing over 20 staff of Somerville workforce development, adult education, and social service organizations with T&R Somerville, a mental health, trauma-informed approaches and resilience-building training. The Trust also obligated \$294,200 to a Childcare Career Advancement Initiative launching this fall and \$400,000 toward two Good Municipal Jobs Training Programs scheduled to launch in late 2025.

Background

Somerville's Job Creation and Retention Trust is the result of the City's 2016 approved home-rule petition to institute a workforce development linkage fee to create and maintain employment opportunities and provide training and wraparound support services to Somerville residents, enabling them to succeed and earn adequate incomes to continue to live in Somerville. Following an extensive evaluation of the commercial development landscape, incoming industry sectors, and resident education and skill attainment, as well as exploration to further conceptualize the future structure of the JCRT, the Somerville Board of Aldermen (now City Council) voted in December 2017 to approve a zoning amendment creating the JCRT Fund. This zoning amendment set the jobs linkage fee at \$2.46 per square foot on commercial development projects of more than 15,000 square feet. The JCRT Board first met in January 2019. As of June 30th, 2025, the JCRT Fund has generated approximately \$7.9 million¹, approximately \$5.2 million of which has been invested.² The jobs linkage fee is adjusted annually based on the Boston Consumer Price Index (CPI). The current jobs linkage fee, effective March 2025, is \$3.10 per square foot. The JCRT Fund is administered by a Board of Trustees. Additional information about the composition of the Board can be found on page 11.

This Year's Highlights

230+ residents
received industry-specific job training or contextualized ESOL classes

20 Somerville workforce development professionals
trained via T&R Somerville

Nearly **\$700,000** invested in childcare career advancement
and good municipal job training initiatives

¹ See Table 2 on p. 4 for breakdown of fees generated by fiscal year

² See p.8-10 for this year's investments. Previous investments are detailed in previous annual reports available at <https://www.somervillema.gov/departments/programs/job-creation-and-retention-trust-fund-jcrt>.

FUNDING

This past year, the jobs linkage fee generated over \$2.05 million. **Table 1** illustrates the projects that contributed to the fund this fiscal year. As of June 30, 2025, the jobs linkage fee has generated over \$7.9 million (**Table 2**). While there are still projects expected to make contributions in the 2025 calendar year, there has been a slowdown in starts on new building projects. As a result, the JCRT is not expecting to receive significant jobs linkage contributions in 2026.

Table 1: FY25 Linkage Contributions

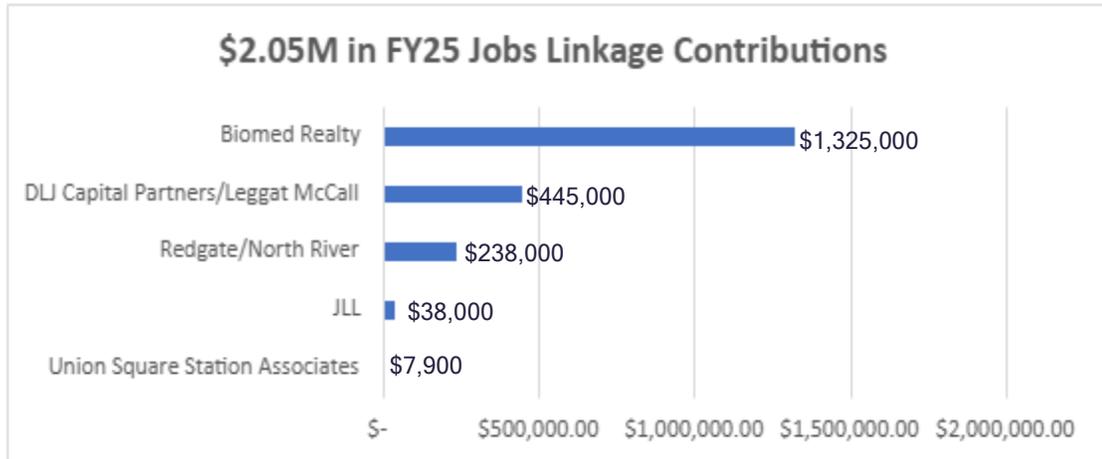
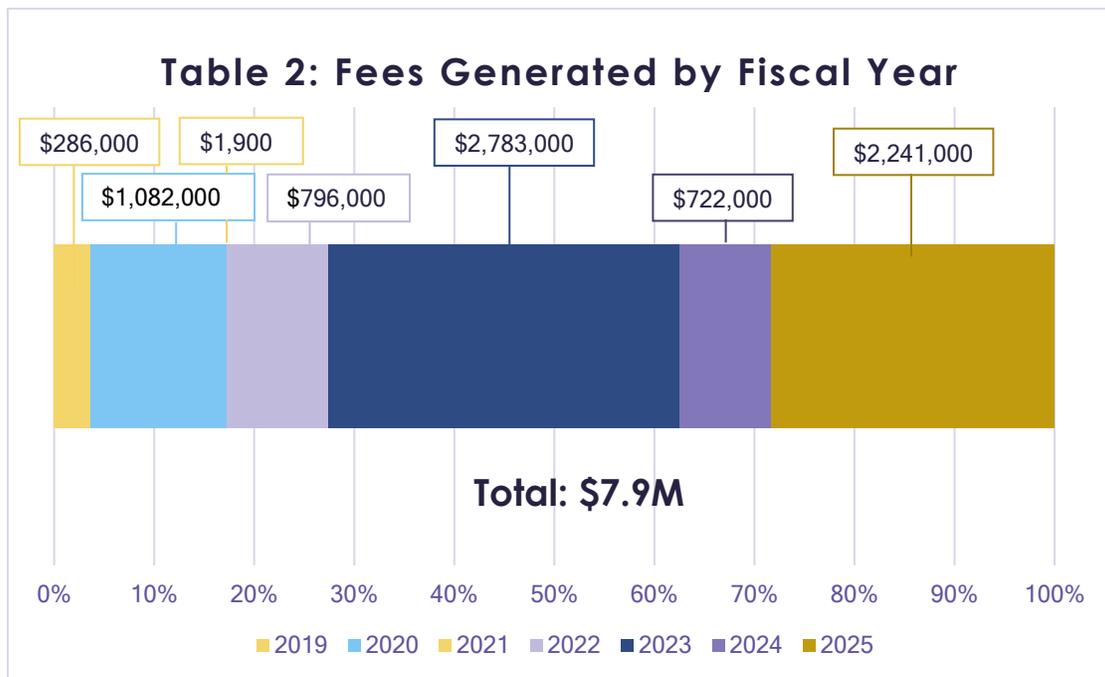


Table 2: Fees Generated by Fiscal Year



STRATEGY AND INVESTMENTS

At the April 4, 2019 meeting, the JCRT Board adopted the City of Somerville's Talent Equity Playbook (TEP) strategies as the framework for prioritizing the JCRT Investments.

Table 3: 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"

During this reporting period the board continued to allocate funds based on 2022-2023 (Table 5) and 2024 Investment Priorities (Table 4) taking into account public input discussed during the 2024 Annual Meeting. Additional information on JCRT investments and grantees can be found on subsequent pages.



Above: Somerville residents participating in SCALE's Contextualized ESOL/Certified Nursing Assistant program pose at their clinical rotation site.

Table 4: 2024 JCRT Ranked Investment Priorities

RANK	TEP STRATEGY	INVESTMENT IDEA	COMMITTED FROM 7/1/2024 - 6/30/2025
#1	1 & 3	Contextualized ESOL: English classes focused on specific professions (for example “English with medical terminology”)	\$750,000 to fund Bunker Hill Community College (BHCC) and Somerville Center for Adult Learning Experiences (SCALE) from 2024-2025
#2	2	Development of a workers’ rights curriculum and train the trainer training	Awaiting Economic Development Division’s hiring of a related staff person
#3	1 & 3	“Year 13 Program”: Career advising, classes, experiential learning for recent Somerville High School graduates who have not enrolled in college	\$100,000 to fund program through October 2025
#4	1 & 3	Funding to create an exploratory career program for adult learners utilizing Somerville High School Career and Technical Education (CTE) facilities in conjunction with contextualized ESOL.	Board’s priority #1 investment includes career exploration
#5	1, 3, & 4	Industry-specific training (including training for occupations in support of Somerville’s Climate Forward goals to become carbon-neutral)	\$317,000 to fund programs from Fall 2024 through 2026
#6	4	Digital literacy programming	Funded programs include digital literacy components
#7	1 & 4	Benefits Specialist Case Manager to support Somerville residents to enroll in benefits programs with an emphasis on workers experiencing job loss	No additional investment made. All education and training investments provide social service support and participant stipends
#8	2	Mental health, resilience, trauma response training for staff of adult education and workforce development organizations	\$100,000 to fund Corporation for a Skilled Workforce’s program from 2024-2025
#9	1	Financial literacy	Funds for this priority were reallocated to a general Fall 2025 RFP
#10	2	Job quality and human resources training for small businesses and entrepreneurs	Board is reconceptualizing this priority

Table 5: 2022-23 JCRT Ranked Investment Priorities

RANK	TEP STRATEGY	INVESTMENT IDEA	COMMITTED FROM 7/1/2024 - 6/30/2025
#1	1	Somerville High School Post-Secondary Supports Programming	Funded through October 2025 as indicated in Table 4
#2	1	Coordination and Data Collection Staff Position - FY24 and FY25-28	Board voted to fund staff position in June 2023 meeting
#3	1 & 3	Industry-Specific Job Training Programs	Funded in 2023
#4	1 & 3	Somerville Good Municipal Jobs Training Program	Board released \$400,000 RFP in May 2025
#5	4	Digital Literacy and Training Resources	No investment needed; embedded into SCALE agreement and ARPA-funded.
#6	2	Mental Health, Resilience, and Trauma Training for Adult Education and Workforce Development Organizations	Funded in 2024-2025 as indicated in Table 4
#7	2	Wage Theft and Worker's Rights Training	Awaiting Economic Development Division's hiring of a related staff person
#8- Tie	1 & 4	Curriculum Development and Updated Training Materials	Board including this component in future requests for proposals
#8 - Tie	1	Career Exploration and Readiness Pre-Training Program	Board funded career exploration as an included component in priority #3.
#10	1	Contextualized education for adults and English Language Learners	Board continued to fund SCALE utilizing funds obligated in 2022
#11	1	One year post-placement services for students in recent/current JCRT-funded training and education programs	JCRT did not address this priority due to insufficient funding and annual investment prioritization process
#12	1 & 3	Criminal Offender Record Information (CORI) expungement and job placement services	Addressed via priority #3
#13	1	Municipal apprenticeship feasibility study	Not funded
#14	1 & 3	Paid internship program	JCRT did not address this priority due to insufficient funding and annual investment prioritization process

INDUSTRY-SPECIFIC TRAINING PROGRAMS

This year, the JCRT funded four local non-profits to provide free industry-specific job training and placement services to a total of 24 Somerville residents:

- Benjamin Franklin Cummings Institute of Technology (FC Tech) served 6 Somerville residents in Clean Energy and IT programs;
- Just A Start provided IT & Biomedical Careers trainings to 5 residents;
- MassHire Metro North Workforce Board began providing pre-apprenticeship construction and maintenance training to 10 residents, and;
- Per Scholas provided IT Support, Amazon Web Services re/Start, Software Engineer, and Cybersecurity training to 3 Somerville residents.

Residents in all training programs also received wraparound supports and earned stipends, tuition assistance, or qualified for zero percent loans to support their participation and training completion. All organizations have continued working with participants to complete trainings and obtain employment.

Table 6: Industry-Specific Training Participant Demographics and Outcomes

INTAKE DEMOGRAPHICS	PARTICIPANT OUTCOMES
<p>75% unemployed or working part-time</p> <p>87.5% without post-secondary education</p> <p>75% identify as people of color</p> <p>46% non-native English speakers</p> <p>100% low- or moderate-income Somerville residents</p>	<p>24 residents trained in high-demand industries</p> <ul style="list-style-type: none"> • 16 Clean Energy/ Maintenance/Trades • 6 in IT • 2 in Biotechnology <p>83% graduated or on track to graduate and are receiving job search and career coaching support</p> <p>19 earned industry-recognized credentials or college credits including, HVAC&R, OSHA 30, Cisco IT, and CompTIA CySA+</p>



Above: Ten Somerville residents graduated from MassHire Metro North Workforce Board's Pre-Apprenticeship Construction and Maintenance (PACMAN) training program.

CONTEXTUALIZED EDUCATION FOR ADULT AND ENGLISH LANGUAGE LEARNERS

This year, the JCRT funded two educational nonprofits who provided 214 residents with adult education and/or English language learning programs contextualized for workforce readiness.

Bunker Hill Community College (BHCC) in partnership with The Welcome Project, East Somerville Main Streets, and Community Action Agency of Somerville, delivered multiple levels of contextualized English as a Second or Other Language (ESOL) and wraparound services to 139 residents this academic year. 104 (or 75%) graduated from the program. Over 80% of surveyed students indicated that the course helped them improve their English for their current or future job and life in general.

The Somerville Center for Adult Learning Experiences (SCALE) enrolled 75 residents across five different programs: Contextualized ESOL/Certified Nursing Assistant, Contextualized ESOL/Early Childhood Education, Paraeducator Training, Bridge to Post-Secondary and Workforce Pathways, and ESOL Level I. 67 (or 89%) completed one or more programs. Graduates earned college credits and credentials including First Aid/CPR and Certified Nursing Assistant licensure. Several graduates of the Contextualized ESOL and Paraeducator Training programs have since been employed by Somerville Public Schools and healthcare companies.

Table 7: Contextualized Education Learner Profile and Outcomes

LEARNER PROFILE	PARTICIPANT OUTCOMES
<p>Most Common Primary Languages:</p> <ul style="list-style-type: none"> • Spanish • Portuguese • Haitian Kreyol <p>Most Common Zip Code: 02145</p> <p>59% female</p> <p>66% identify as people of color</p> <p>100% low- or moderate-income Somerville residents</p>	<p>80% completed one or more Programs</p> <p>100% completion rate for Paraeducator, Certified Nursing Assistant, and Early Childhood Educator Training Programs</p> <p>10 graduates hired by Somerville Public Schools</p>

Left: Somerville residents participating in SCALE's Contextualized ESOL/Early Childhood Education program at Somerville High School's Early Education and Care Program



ADDITIONAL INVESTMENTS

Post Secondary Success Program (TEP Strategies 1 & 3)

The JCRT funded the continuation of the Post-Secondary Success Program that was started with American Rescue Plan Act (ARPA) funding. Since its first cohort of students in June 2023, the program has supported 105 low-income Somerville Public Schools students in transitioning to post-secondary opportunities including career opportunities, job training programs, and 2- and 4- year colleges. Three participants were supported with student emergency funds enabling them to persist in their academic journeys.

Trauma-Informed & Resilient Somerville (Strategy 2)

The JCRT partnered with Corporation for a Skilled Workforce (CSW) to deliver the Trauma-Informed & Resilient (T&R) Somerville to a cohort of 20 individuals from Somerville-serving workforce development, adult education, and social service organizations. Topics covered included an introduction to trauma and resilience, trauma-informed leaders and managers, and race-based trauma healing and resilience. Participants demonstrated significant learning gains including a deeper understanding of trauma, secondary trauma, and trauma-informed practices and continue to work to build a more trauma-informed, healing-centered and resilience-building system for customers, colleagues, and themselves.

Coordinator Role (Strategy 1)

The JCRT and the City of Somerville continued to share the cost of a full-time Workforce Development Coordinator who serves as staff liaison to the JCRT and assists in managing the City's workforce development portfolio. The JCRT proactively obligated funds to support this investment through FY28.

Good Municipal Jobs Training Initiative (Strategies 1 & 3)

In May 2025, the JCRT released a request for proposals seeking organizations to provide integrated education and training programs to train Somerville residents for entry-level roles with the City of Somerville or other local employers. Somerville Community Corporation and SCALE were selected to launch programs beginning in late 2025.

Childcare Career Advancement Initiative (Strategies 1 & 3)

In June 2025, the JCRT selected the City of Somerville's SomerPromise Department to implement a Childcare Career Advancement Initiative. The three-year program aims to support and grow Somerville's childcare and early childhood education workforce with training, professional development, individualized coaching and wraparound services for family childcare centers and the families that they support.

Professional Development Funds for Workforce Development Practitioners (Strategies 1 & 2)

The City of Somerville continues to administer a JCRT-funded Professional Development Fund for adult education and workforce development practitioners. This year, funds were awarded to East Somerville Main Streets to attend small business technical assistance workshops. This fund accepts rolling applications from Somerville practitioners. The application and eligibility criteria are available at somervillema.gov/wfd.

ADMINISTRATION

The JCRT Board of Trustees is comprised of the following representatives that serve three-year terms:

- Mayor of Somerville or designee;
- City Council President or designee;
- Superintendent of Schools or designee;
- Representatives of two workforce development non-profit organizations;
- Two Somerville residents, with a preference that such residents have participated in workforce development programs in the City of Somerville
- Representatives of two local businesses

JCRT Board of Trustees (as of 6/30/2025)

- Tom Bent (Business representative)
- Vickie Choitz (Somerville resident *and Co-Managing Trustee*)
- Silvana Dinka (Somerville resident)
- Jim Hachey (Superintendent's designee)
- Jacob Luria (Business representative)
- Wilfred Mbah (City Council President's designee)
- Rachel Nadkarni (Mayor's designee)
- Anika Van Eaton (Non-profit representative *and Co-Managing Trustee*)
- Rand Wilson (Non-profit representative)

Staff Liaison

- William Blackmer, Workforce Development Coordinator, City of Somerville

Meeting Agendas and Minutes

The Job Creation and Retention Trust Board of Trustees met 10 times between July 1, 2024 and June 30, 2025. Meeting agendas and minutes can be found at <https://www.somervillema.gov/departments/programs/job-creation-and-retention-trust-fund-jcrt>.



ACKNOWLEDGMENTS

Thank you to the many partners who make our work possible including, but not limited to:

- BioMed Realty
- Bunker Hill Community College
- City of Somerville
- Community Action Agency of Somerville
- Corporation for a Skilled Workforce
- CV Properties
- Divco West
- DLJ Real Estate
- East Somerville Main Streets
- Federal Realty Investment Trust
- Franklin Cummings Tech
- Greystar
- JLL
- Just A Start
- MassHire Metro North Workforce Board
- North River
- Per Scholas
- Racial Justice Collaborative
- Salem State University
- Somerville Community Corporation
- Somerville Public Schools
- The Somerville Foundation
- The Welcome Project
- Union Square Main Streets
- USQ
- YEM Somerville Ave LLC



Above: Somerville residents participating in Contextualized English as a Second or Other Language offered at The Welcome Project