



## Workforce Development Retraining

**Action:** Partner with Devens Eco-Efficiency Center and local and regional schools to provide workforce development/retraining programs tied to business, industry, institutions, and diverse populations throughout the region.

DESCRIPTION OF ACTION	Expand workforce development and retraining programs that will enhance businesses, industries, and institutions that contribute to environmental and other emerging fields and support the diverse populations throughout the region. This effort should provide workforce training and job creation while also supporting industries that contribute to efficiency, sustainability, and a circular economy.
CHAMPION	Devens Enterprise Commission

IMPLEMENTATION STEPS	PLANNING CONSIDERATIONS	
	Timeframe <sup>1</sup>	Key Partners
Conduct interviews and focus groups with local and regional business organizations and educational institutions to identify workforce development and training opportunities and needs	Short	<ul style="list-style-type: none"> <li>Local and regional businesses</li> <li>Devens Eco-Efficiency Center</li> <li>Nashoba Valley Chamber of Commerce</li> <li>Mount Wachusett Community College</li> <li>Shriver Job Corps</li> </ul>
Identify emerging opportunities for businesses and industries that contribute to and capitalize on environmental and emerging technologies and that can collaborate to share resources and use the by-products of existing businesses in the region	Medium	<ul style="list-style-type: none"> <li>Devens Enterprise Commission</li> <li>Nashoba Valley Chamber of Commerce</li> <li>Devens Eco-Efficiency Center</li> <li>Devens and surrounding region businesses</li> <li>Sustainable Business Network of MA</li> <li>MA Office of Green Business Development</li> </ul>
Identify regional experts and best practice examples for the identified opportunities to guide workforce development and retraining programs	Medium	<ul style="list-style-type: none"> <li>Built Environment Plus</li> <li>Devens Eco-Efficiency Center</li> <li>North Central Massachusetts Development Corporation</li> <li>Sustainable Business Network of MA</li> <li>MA Office of Green Business Development</li> <li>Nashoba Valley Chamber of Commerce</li> </ul>
Partner with Devens Eco-Efficiency Center and regional schools to host workforce development and retraining programs	Medium	<ul style="list-style-type: none"> <li>Mount Wachusett Community College</li> <li>Shriver Job Corps</li> <li>Built Environment Plus</li> <li>Local and regional schools</li> <li>Sevens Hills Foundation/Aspire</li> <li>Clear Path for Veterans</li> </ul>

<sup>1</sup> Short = less than 1 year; Medium = 1-3 years; Long = 4-5 years

## WORKFORCE DEVELOPMENT RETRAINING (CONT.)

IMPLEMENTATION STEPS	PLANNING CONSIDERATIONS	
	Timeframe	Key Partners
Advertise workforce development programs to a diverse group of existing and potential future employees	Long	<ul style="list-style-type: none"> <li>Nashoba Valley Chamber of Commerce</li> <li>Massachusetts Executive Office of Labor and Workforce Development</li> <li>Sustainable Business Network of MA</li> <li>MA Office of Green Business Development</li> </ul>

FUNDING RESOURCES	TECHNICAL RESOURCES
<ul style="list-style-type: none"> <li>Workforce Training Fund</li> <li>Urban Agenda Program</li> <li>Regional Economic Development Organization</li> </ul>	<ul style="list-style-type: none"> <li>Workforce Regional Labor Market Blueprints</li> <li>Built Environment Plus Green Building Training Program</li> <li><a href="#">Massachusetts' Green Business Development Resources</a></li> <li><a href="#">Sustainable Business Network of Massachusetts</a></li> </ul>
LINKS TO OTHER PLANS & ACTIONS	EQUITY CONSIDERATIONS
<p><b>How does this action connect to other Devens goals?</b></p> <ul style="list-style-type: none"> <li>Reuse Plan goal to locate and site industries that contribute to and capitalize on environmental and emerging technology</li> <li>Sustainable Redevelopment Goal of Reuse Plan and Devens Eco-Industrial Park strategy</li> <li>Devens Bylaws Zoning District Development Goals (Environmental Business, Special Use, Innovation and Technology)</li> <li>Relevant STAR Objectives: Business Retention &amp; Development, Quality Jobs &amp; Living Wages, Workforce Readiness</li> <li>Relevant LEED Credits: Integrative Planning and Leadership</li> </ul>	<p><b>How can the community incorporate equity into the implementation of this action?</b></p> <ul style="list-style-type: none"> <li>Consider ways to include a diverse group of job training participants (income, race, gender, age, etc.)</li> <li>Engage disadvantaged business enterprises (DBEs), minority, veteran, and woman-owned businesses</li> <li>Engage groups that work with minority or at-risk populations, such as Clear Path, Seven Hills/Aspire, Transitions Women's Shelter, United Native American Cultural Center, and Shriver Job Corps</li> <li>Provide financial assistance options for accessing training programs</li> <li>Assess the need for translation services at training programs</li> </ul>
MEASURING SUCCESS	ENGAGING THE COMMUNITY
<p><b>How can we measure the progress and success of this action?</b></p> <p><b>Outputs</b></p> <ul style="list-style-type: none"> <li>Workforce development programming</li> <li>Established partnerships with providers</li> </ul> <p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li># of new businesses in environmental and emerging sectors</li> <li># of job training and workforce development programs</li> <li># of material, information, and/or service exchanges and collaborations</li> <li># of participants at job training and workforce development programs</li> </ul>	<p><b>How can we engage the populations that benefit from implementing this action?</b></p> <ul style="list-style-type: none"> <li>Utilize existing workforce development channels through Shriver Job Corps, Mt. Wachusett Community College, Devens Eco-Efficiency Center, including opportunities for businesses to train staff on new skills (ex: Workforce Training Fund's Small Business Direct Access Program)</li> <li>Advertise opportunities through local businesses</li> <li>Work with the Nashoba Valley Chamber of Commerce</li> <li>Establish mentorship programs that target young people before they enter the workforce</li> </ul>