

MetroWest Workforce Development Project  
An Action Project to Address Income Inequality and Economic Opportunity



FOUNDATION FOR METROWEST

# OBJECTIVES & IMPACT OVERVIEW

The MetroWest Workforce Development Project will focus on income inequality that persists in the MetroWest, and provide a path to financial stability for under resourced youth and underemployed or unemployed adults.

This Project will create increased access to often overlooked vocational opportunities by connecting MetroWest residents with training, mentorship, and guidance in fields that will ultimately lead to earning higher wages and meaningful benefits.

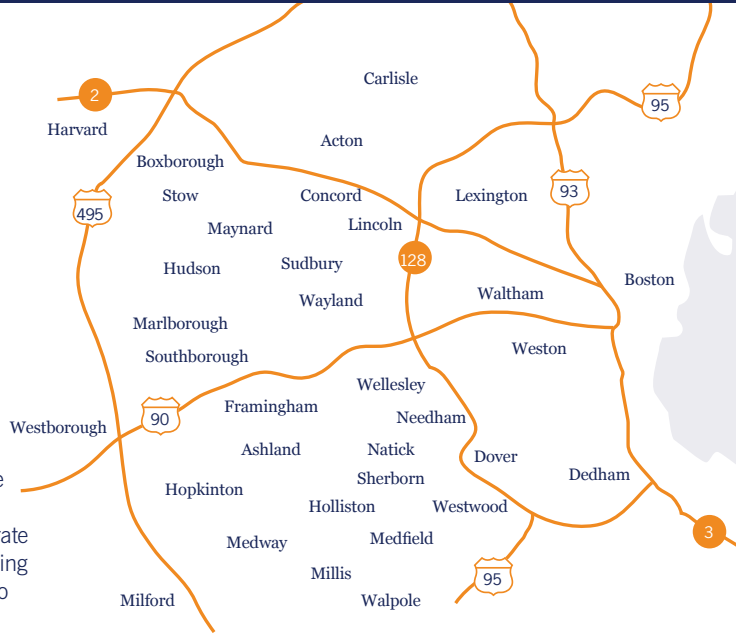
These neighbors will truly have a career and not just a job to support themselves and their families, and businesses will have greater access to skilled, diverse workers.

## DATA DRIVEN & ISSUE FOCUSED

This project is aligned with the mission of the Foundation for MetroWest. In 2019, the Foundation in partnership with Middlesex Savings Bank launched **Impact MetroWest**, a comprehensive community needs assessment of over 60 indicators that increases awareness around the strengths and challenges facing the 30+ communities of MetroWest.

Credible and independent data is vital to inform decisions and determine priorities, so we can collectively take action to improve the quality of life for all residents.

Based on the data and collaborative conversations, the Foundation has determined that addressing workforce development is a community priority and will concentrate efforts to move the needle on specific indicators, allowing opportunities for Foundation donors and fundholders to join the effort as investors and partners in the work.



Children & Families



Community Life



Demographic & Diversity



Economy & Workforce



Education



Financial Security



Racial Equity



# WHY INVESTING IN WORKFORCE DEVELOPMENT IS CRITICAL

The Project will immediately benefit the MetroWest region and will also be instrumental in addressing the economic opportunity gap that has long been present. **Systemic racial inequities** in education and employment systems have created disadvantages for marginalized populations, and we see that through data. Minority families in our region disproportionately struggle in regards to poverty rates, median income levels as well as graduation and homeownership rates.

Finding ways to enhance career opportunities and **financial stability** for all our region's residents will lead to a better workforce and a stronger community.

We will focus on the ultimate outcome of renewed **economic opportunity** by studying the data, partnering with experts, evaluating our programmatic investments, and pivoting when necessary.

## KEY DATA

By looking at median household income, poverty rates, and homeownership rates, inequality becomes clear. For example:

- Hispanic/Latino households average \$52k in annual income, compared to White households at \$92k
- Asian, African American, and Hispanic/Latino households have higher rates of poverty than White households
- 35% of African Americans own a home in MetroWest, compared to White households at 68%

## TARGET POPULATION

**AGES**  
10 ▶ 14

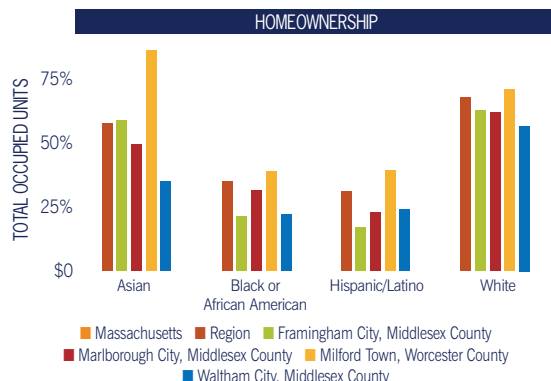
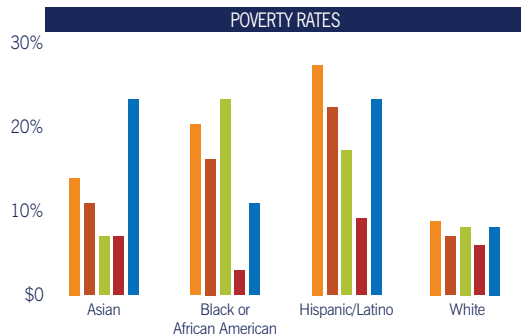
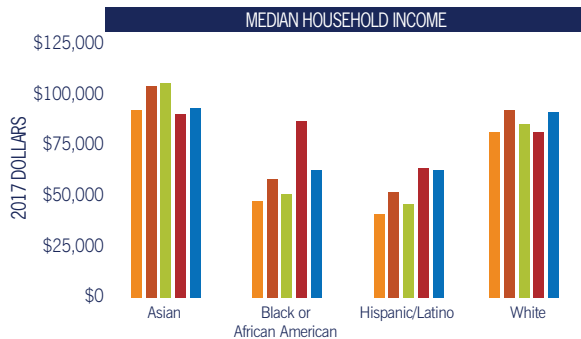
Enable low-income and minority students to gain access to vocational education at the high school level. Address any barriers that exist and increase awareness about these options.

**AGES**  
15 ▶ 18

Position building and medical trades, and life sciences careers as viable paths for students for whom traditional four-year college is not an interest or current option.

**AGES**  
18+

Position careers in building and medical trades and the life sciences industry as viable paths for students for whom traditional four-year college is not an interest or current option.



\*Data source: [Impactmw.org](http://Impactmw.org)



## Middlesex Savings Charitable Foundation Corporate Gift Match

Middlesex Savings Charitable Foundation will match, dollar for dollar, gifts from any new corporate partner greater than \$1,000 up to \$ 250,000—doubling the impact of investments made to this project.

We look forward to partnering with you to strengthen our workforce, improve the lives of our MetroWest residents, and help our businesses thrive.

**Thank you, Middlesex Savings Charitable Foundation, for your generous commitment to this project.**

## PROCESS

### PHASE ONE DISCOVERY

- Evaluate workforce development needs in MetroWest
- Build partnerships with leading experts
- Determine outcomes for funded programs

### PHASE TWO IMPLEMENTATION

- Invest in priority programs for short-term impact
- Analyze long-term impact

### PHASE THREE EVALUATION

- Assess program sustainability
- Expand scope of programs and funding priorities as needed

## HOW YOU CAN SUPPORT WORKFORCE DEVELOPMENT

To successfully launch and facilitate this Project, the Foundation for MetroWest plans to raise \$600,000+ between 2022 - 2024. Partner with us to provide more equitable access to careers in building and medical trades and the life sciences industry, and change people's lives.

## JOIN US

We are asking our funding partners to pledge a three-year commitment to this project, to ensure the maximum impact of your support. One-time gifts are also welcome.



FOUNDATION FOR METROWEST

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