



GOOD JOBS METRO BOSTON COALITION

INTERIM OUTCOMES SUMMARY, 2026



City of Boston
Workforce Development





LEAD PROJECT PARTNERS

CITY OF BOSTON, MAYOR'S OFFICE OF WORKFORCE DEVELOPMENT (OWD)

System Lead Entity

METROPOLITAN AREA PLANNING COUNCIL (MAPC)

Strategic Partner

BOSTON PIC / HEALTHCARE CAREERS CONSORTIUM

Backbone Organization (Healthcare)

CAYL INSTITUTE

Backbone Organization (Childcare)

FRANKLIN CUMMINGS TECH

Backbone Organization (Clean Energy)

CONNECTING BOSTON REGION RESIDENTS TO QUALITY JOBS IN CRITICAL SECTORS

Background

\$47 million investment in Greater Boston's workforce ecosystem

\$23 million Good Jobs Challenge grant award from the U.S. Economic Development Administration (EDA)

Paired with \$24 million in City of Boston leveraged funds

4 years of partnership investment from 2022–2026

Partners across three sectors critical for the region's future: **Healthcare, Childcare, and Clean Energy**

The Impact

300+

employer partners engaged across the Coalition

27

Signed Training and Placement Partners with Contracts

3,941

Participants who Completed Trainings (through Q3 2026)

59

Training Program Pathways

~3,544

placements to date (through Q3 2026)

Wages

placements meet or exceed regional prevailing wage for each occupation, per EDA's Good Jobs definition (see Page 9 for sector detail)



CONNECTING PEOPLE TO GOOD JOBS, SUPPORTING GREATER BOSTON'S COMPETITIVENESS

Good Jobs in Greater Boston

This report has been prepared by the **Metropolitan Area Planning Council (MAPC)**, the regional planning agency for the 101 cities and towns of Greater Boston, in its role as strategic partner to the **City of Boston**, as administered by the **Mayor's Office of Workforce Development (OWD)**. The Good Jobs Metro Boston Coalition (GJMBC) is a regional workforce training system funded through the U.S. Economic Development Administration's national **Good Jobs Challenge**, a \$500 million American Rescue Plan Act program designed to help workers secure and retain quality jobs in industries critical to regional competitiveness. Between 2022 and 2026, GJMBC brought together **employer-led partnerships across three sectors**, Healthcare, Childcare, and Clean Energy, pairing a \$23 million federal award with \$24 million in City of Boston leveraged funding to build lasting training and placement pathways for Greater Boston residents.



The City of Boston's \$24 million in leveraged funding reflects a deliberate strategy of **braiding multiple funding streams** behind a shared regional goal. These sources include **Tuition-Free Community College** (funded in part through the U.S. Department of Labor), **Office of Early Childhood (OEC) ARPA funding** (the largest single source of leveraged funds), **Community Development Block Grant (CDBG) funding**, **Neighborhood Jobs Trust**, **WIOA Youth funding**, and **Life Sciences Workforce Development ARPA funding**. Together, this combined investment allowed GJMBC to reach further and serve more residents than the federal award alone.

The GJMBC evaluation was designed around two central questions: whether the Coalition succeeded in **connecting residents to quality jobs**, and whether it advanced **occupational desegregation and income parity** in industries long affected by racial and educational segregation. Rather than measuring job quality by wage alone, the evaluation follows a growing consensus, echoed by the U.S. Departments of Labor and Commerce's own "Good Jobs Principles," that quality work is multidimensional, encompassing pay, stability, benefits, and room to advance.

THREE CRITICAL SECTORS — A FOUNDATION FOR COMPETITIVENESS

GJMBC's three target sectors, Healthcare, Childcare, and Clean Energy, were chosen not only for their **importance to Greater Boston's economy**, but because each faced **documented job-quality challenges** that a coordinated, employer-led approach was well positioned to address. As a competitive federal grant program, the Good Jobs Challenge relied on regional applicants like GJMBC to demonstrate labor market need, employer demand, and sector readiness, meaning sector selection reflected not just workforce need, but the region's institutional capacity to act on it. Childcare, in particular, was prioritized in part for its **multiplier effect**: expanding access to childcare has the potential to support workforce participation across the entire regional economy, including in GJMBC's other two sectors.



HEALTHCARE

Backbone organization:

Boston PIC / Healthcare Careers Consortium (HCC)

Partners: Beth Israel Lahey Health, Boston Public Health Commission / Boston EMS, UMass Global, Immigrant Family Services Institute, Roxbury Community College

Key Employers with 10+ Hires:

Mass General Brigham, Beth Israel Lahey Health, Boston EMS

Healthcare Training Programs:

Central Processing Technician, Nursing Assistant, Patient Care Technician, Perioperative Licensed Practical Nurse, Research Administrator, Medical Assistant, CT Tech, Scope Tech/Endoscopy Tech, Pharmacy Technician, Practice Assistant Certificate, EMT, Paramedic, Acute Care Certified Nursing Assistant, Certified Nursing Aide, Clinical Assistant, Home Health Aide, ESOL, Phlebotomy ESOL Bridge, Medical Assistant ESOL Bridge



CHILDCARE

Backbone organization: CAYL Institute

Partners: Third Sector Partners, Jewish Vocational Services, Action for Boston Community Development, YMCA of Greater Boston, The Community Group, Neighborhood Villages, MassHire Lowell, United Way of MassBay, Community Teamwork

Key Employers with 10+ Hires:

Little Sprouts, YMCA, ABCD, The Community Group, Everbrook Academy, Ellis Early Learning, Crispus Attucks Children's Center, Longwood Medical Area Child Care Center, Tiny Hands Enrichment Center, The Goddard School

Childcare Training Programs:

New Teacher, Lead Teacher, Director 1, Director 2, Child Development Associate, New Family Childcare, Existing Family Childcare/Business Training 101, Investment Training, Early Childhood Apprenticeship Program



CLEAN ENERGY

Backbone organization: Franklin Cummings Tech (FCTech)

Partners: Asian American Civic Association (AACA), Bunker Hill Community College, Digital Ready, Skillseek, Emerald Cities Collaborative, Browning the Green Space, Alliance for Climate Transition, Massachusetts Bay Community College

Key Employers with 10+ Hires:

Schneider Electric, Homeworks Energy, Bozzuto

Clean Energy Training

Programs: HVAC&R Technology, Practical Electricity, Engineering Technology with Renewable Energy Concentration, Engineering Technology with Building Energy Management Concentration, Automotive Technology with Electric Vehicle Concentration, Weatherization, Building Energy Efficient Maintenance Systems, Marine Technician Level 1 and Level 2, Public Water Operator, HVAC FastTrack Accelerator, Digital Ready STEM Pathway

WHY A SECTORAL APPROACH MATTERS FOR THESE SECTORS



HEALTHCARE

Built on a strong network of healthcare institutions and training pathways with **inclusive supportive services**, and measured success based on job outcomes. Entry-level healthcare roles in the region have long been marked by difficult schedules, high workloads, and hazard exposure, with limited mentorship and unclear career ladders driving turnover. GJMBC countered this by pairing employer commitments from major regional institutions with training partners capable of scaling quickly, targeting positions that offer prevailing wages and real advancement potential.



CHILDCARE

Launched a **nation-leading childcare sector partnership model**, designed distinct workforce pathways focused on career growth, and grew visibility of childcare needs and policy opportunities. The sector entered GJMBC facing a steep post-pandemic workforce loss, roughly 1,500 early childhood educator jobs lost regionally between 2019 and 2020, with staffing shortages so severe that nearly 1 in 5 childcare centers could not serve their full licensed capacity.



CLEAN ENERGY

Developed new training programs in emerging sectors, placed a diverse array of participants into future-critical jobs, and **built new pathways into occupations where required skills are rarely spelled out in job postings**, addressing a persistent industry barrier where employers themselves often struggle to define the clean energy skills they need, and where word-of-mouth recruiting has left many qualified workers overlooked.



Across all the three sectors, Backbone Organizations and their partners:

- ✓ Developed operational plans, including supportive services for workforce training participants
- ✓ Confirmed and signed contracts with a total of 27 training partners to support participants through enrollment, training, supportive services, and job placement
- ✓ Engaged in recruiting strategies to attract a diverse workforce
- ✓ Matched curriculum to employer demand
- ✓ Provided skills training for credentialing and licensing
- ✓ Introduced job seekers to employers
- ✓ *Convened quarterly Coalition-wide meetings and regular sector-based meetings to monitor progress and share best practices*

"Thank you so much for this opportunity, it was really helpful to talk directly with companies."

-Participant in a 2024 Employer-Student Meet & Greet for the Clean Energy Sector, the event resulted in several interviews between employers and graduating students.

KEY OUTCOMES

All data is interim and in-progress. As of the publishing of this report (data as of Q3 2026), training is ongoing and placements are still growing; check back in fall 2026 for final counts.



HEALTHCARE (data as of Q3 2026)

- **Direct Impact: 1,970 people completed training**, 1,949 people placed in jobs, with 9 employer partnerships
- 63% of **3,151 enrolled participants** completed training
- 99% of **1,970 completers placed** into quality jobs
- Healthcare placements included roles like Pharmacy Tech (\$22/hour) and Perioperative Care Tech (\$28/hour) as reported by Backbone Organizations



CHILDCARE (data as of Q3 2026)

- **Direct Impact: 1,079 people completed training**, 1,162 people placed in jobs, with 297 employer partnerships
- 3,850 children gain access to new quality early education opportunities
- 3,850+ parents/caregivers are able to increase workforce participation as a result of having childcare
- 62% of **1,728 enrolled participants** completed training
- 107% of **1,079 completers placed** into quality jobs
- Childcare wages ranged from roughly \$15–\$27/hour by role as reported by Backbone Organizations



CLEAN ENERGY (data as of Q3 2026)

- **Direct Impact: 780 people completed training**, 359 people placed in jobs, with 66 employer partnerships
- 71% of **1,102 enrolled participants** completed training
- 46% of **780 completers placed** into quality jobs
- Clean Energy roles like HVAC-R and Building Automation Technician placed in the \$52,000–\$62,000/year range as reported by Backbone Organizations

CHALLENGES FACED

GJMBC achieved significant job placements and sectoral coalition-building but faced some challenges along the way



Employer retention: The Coalition faced challenges maintaining the attention and hiring commitments of employers. To try to combat this, the Childcare and Clean Energy sectors conducted extensive employer outreach given the more nascent nature of those sector partnerships; the Childcare sector worked with 247 employers and required job quality commitments from them, while the Clean Energy employer outreach partners contacted over 1,500 employers throughout the grant period, many of which are small- to mid-sized companies. Small- and mid-sized companies are stretched thin and frequently out of the office at job sites, and economic uncertainty has led to difficulty for employers to commit to hiring.



Data collection systems/consistency: The Coalition contended with collecting consistent placement and job quality data across sectors given capacity, timing, and reporting system usability challenges, limiting the availability of data documenting outcomes and impact. It is hard to hear back from students who graduate from programs, so different methods of tracking job placements are needed.



Participant attrition and supportive services: By design, these sector partnerships all support job attainment for underrepresented groups, meaning that significant supportive services are needed for recent immigrants, people with children, people for whom English is not a first language, and people needing to work while training for higher wage jobs, among others. Not all participants could complete programs, and a lack of organized data on reasons for withdrawal limited the Coalition's ability to target retention supports in each sector.



Immigration policies and childcare coverage: Two notable challenges to completing training were immigration and childcare coverage. Changing federal policies during the grant period around immigration, and fear associated with reporting immigration status, affected participant retention. Also, some participants struggled to find childcare for their own children, including participants in the Childcare sector programs.



Narrow federal definition of "good jobs": EDA's tracking relies on just three criteria – prevailing wage, basic benefits, and career-advancement potential – leaving other widely recognized dimensions of job quality (schedule predictability, worker voice, workplace culture) largely unmeasured.



Long-term sustainability: Because the grant period has a natural end date of September 1, 2026, there is no set mechanism to assess the durability of the regional workforce system or its longer-term return on investment. The economy has shifted greatly during the grant period given post-covid and political changes, so future efforts are needed to examine the success and lasting impact of these sectoral systems.

RECOMMENDATIONS FOR FUTURE SECTORAL WORKFORCE PROGRAMS IN METRO BOSTON

Offer a **significant Systems Development phase** in future grant programs before implementing sector partnerships to provide time and targeted strategies for employer engagement, data collection practices, and supportive services establishment. For example, the GJMBC Systems Development phase allowed the Childcare sector partnership to flourish.

Launch sector partnerships that are **led by proven employer needs and commitments**, and invite employers to the table of sectoral planning. For example, the GJMBC Healthcare sector partnership exceeded its job placement goals given strong employer relationships. Some employer partnerships may need incentives to participate, such as training provider commitments to teaching students specific skills. For future clean energy workforce initiatives, the Clean Energy sector would benefit from defining career pathways, including required licenses, certifications, and aligning specific training programs with specific company recruitment pipelines.

Establish systems of **data sharing agreements** between partners and employers in workforce pipelines before training programs commence rather than relying on participant self-reporting. **Standardize participant data collection** where possible to track things like employment status and benefits to strengthen future jobs quality analysis.

Continue to **expand supportive services** for workforce training pipelines and **document participant attrition** to target retention support. For example, Asian American Civic Association (AACA) offers strong in-house supportive services with multilingual staff, resume workshops, transportation assistance, and more.

Sustain investment in the **regional workforce ecosystem** beyond individual grant periods, given the need for lasting employer relationships in sectoral workforce pipelines.

Adopt a **multidimensional job-quality framework**, such as the federal “Good Jobs Principles,” to support future workforce initiatives to capture workplace culture, worker voice, and schedule predictability alongside wages and benefits.

Continue **prioritizing childcare access as a cross-cutting investment**, given its documented impact on supporting workforce participation across other regional sectors.

GOOD JOBS METRO BOSTON COALITION

For more information, visit:

boston.gov/good-jobs

<https://www.mapc.org/good-jobs-metro-boston-coalition/>



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