

## ***ALPHABET SOUP: Workforce Development in Massachusetts***

There are many different publicly funded workforce development and labor exchange organizations in Massachusetts (and they do change). Some have been boiled down to acronyms, including:

***ACLS*** = Adult and Community Learning Services is the division of DESE that funds and oversees Adult Basic Education Programs.

***BEST*** = Building Essential Skills through Training, later known as Bay State Works, was a multi-year series of state funded workforce development programs replaced by the Workforce Competitiveness Trust Fund.

***CBOs*** = Community based organizations are private, non-profit organizations that are governed by a voluntary Board of Directors and have a mission to serve a geographic, racial/ethnic, or otherwise defined community.

***CommCorp*** = the Commonwealth Corporation is the lead state agency for workforce development services for youth, industry sector strategies (e.g., ECCLI; Workforce Competitiveness Trust Fund), and research/evaluation.

***DCS*** = the Division of Career Services is the lead state agency for OSCCs and WIA funds.

***DDS*** = the state's Department of Developmental Services, formerly the Department of Mental Retardation.

***DESE*** = the state's Department of Elementary and Secondary Education, formerly the Department of Education.

***DET*** = the state's Division of Employment and Training has been replaced by DCS and DUA.

***DHCD*** = the state's Department of Housing and Community Development.

***DMH*** = the state's Department of Mental Health.

***DOC*** = the state's Department of Corrections.

***DOE*** = the federal Department of Education.

***DOL*** = the federal Department of Labor oversees many workforce development and labor exchange programs, including unemployment insurance, employment services, Career Centers, and WIA.

***DTA*** = the state Department of Transitional Assistance, formerly the Department of Public Welfare.

***DUA*** = the Division of Unemployment Assistance is the lead state agency for unemployment insurance program (UI), the UI Trust Fund, and the Workforce Training Fund.

***DYS*** = the state's Department of Youth Services.

***ECCLI*** = the state's Extended Care Career Ladder Initiative.

**EOLWD** = the state's Executive Office of Labor and Workforce Development has overall authority for publicly funded workforce development and labor exchange systems.

**FBOs** = Faith Based Organizations involved in providing education, training, and/or employment services.

**ITAs** = Individual Training Accounts were established through WIA and are the funding mechanism OSCCS use to purchase slots in skill training and education programs.

**JTPA** = the federal Job Training Partnership Act provided funding for the assessment, education, training, and placement of economically disadvantaged youth and adults (Title II of JTPA) and dislocated workers (Title III of JTPA). WIA replaced JTPA.

**MCB** = the Massachusetts Commission for the Blind.

**MJC** = the Massachusetts Jobs Council is the statewide body established by the state Legislature to set statewide workforce development policy. In 1994, MJC applied for and received a federal demonstration grant to establish One Stop Career Centers.

**MORI** = the Massachusetts Office of Refugees and Immigrants, provides funding for services to specifically targeted refugee and immigrant communities, sometimes through SDAs.

**OSCC** = 37 One Stop Career Centers serve employers and jobseekers, are chartered by Massachusetts WIBs, and integrate multiple funding sources.

**SABES** = System for Adult Basic Education Support is funded by DESE to provide training, support, and resources to strengthen skills of staff in Adult Basic Education programs.

**SDA** = Service Delivery Areas (now renamed WIAs) were established by Congress in 1982 to administer JTPA programs. There are 16 SDAs in Massachusetts, which serve the same 16 geographic regions as the 16 WIBs.

**TANF** = Temporary Assistance for Needy Families is a federal block grant created in 1996 to replace AFDC. The TANF legislation includes significant new work requirements and benefit time limits.

**WIA** = the Workforce Investment Act is federal legislation signed into law in 1998 replacing JTPA. WIA became fully effective in Massachusetts in July, 2000. WIA also refers to the 16 Workforce Investment Agencies which oversee contracts/operations for the 16 WIBs.

**WIB** = Workforce Investment Boards are organizations established by the Workforce Investment Act to set local workforce development policy for "all" state and local agencies. There are 16 Local WIBs in Massachusetts and a State WIB. Under WIA, WIBs replaced Regional Employment Boards (REBs) and Private Industry Councils (PICs).

**WTF** = the Workforce Training Fund is a state funded skill upgrading program for incumbent workers funded through employer unemployment insurance contributions.