

An Act Creating a Workforce Skills Cabinet Supporting Pathways to Success (H.3009)

Why does MA need the Workforce Skills Cabinet to oversee the growth of pathways?

State leaders in Massachusetts have overseen promising growth of college and career pathway programs in recent years, including Early College, Career Innovation Pathways, Chapter 74 programming, and STEM Tech Career Academies. These efforts have involved a number of different stakeholders who have key roles to play in strengthening pathways, including:

- Cabinet Secretaries (Secretary of Education, Secretary of Labor and Workforce Development, Secretary of Housing and Economic Development);
- State agencies (Department of Elementary and Secondary Education, Department of Higher Education);
- Institutions of higher education (both 2- and 4-year);
- Business leaders;
- MassHire Workforce Development Boards; and
- Students, parents, and community-based organizations.

Although the growth in recent years has been encouraging, Massachusetts does not currently have a permanent, unified governance structure that would coordinate and amplify the efforts of the various stakeholders listed above. However, the Workforce Skills Cabinet—established and continued by Executive Order—is uniquely positioned to lead a statewide effort to address these challenges by working to greatly expand the number of students who are enrolled in a college and career pathway program that would allow them to secure a good job and support a family.

What would this bill do?

An Act Creating a Workforce Skills Cabinet Supporting Pathways to Success (H.3009) establishes the Workforce Skills Cabinet as a permanent, cross-agency governance body to oversee the equitable growth of college and career pathways programs across MA. The bill ensures that business leaders, educators, community members, and others have a seat at the table alongside the Secretaries and agency heads for the Cabinet's deliberations. The legislation also charges the Cabinet with key responsibilities, including:

- Adopting a north star goal to universalize access to college and career pathway programs;

HIGHLIGHTS

What similar governance structures produced benefits in other states?

COLORADO

- Produces an annual Talent Pipeline Report, which **analyzes labor market information and identifies future areas of job growth** in the state to **inform the development of pathways**.
- Facilitates **industry-led public-private partnerships** around the **expansion of work-based learning opportunities** for students in career pathways.

INDIANA

- Leads the development of a state-wide Strategic Workforce Plan, which outlines a **holistic approach to growing Indiana's talent pipeline by strengthening and scaling workforce development programs**.

DELAWARE

- Oversees the **growth of the Delaware Career Pathway System** by coordinating the efforts of state agencies, employers, higher education leaders, and community-based organizations
- Provides **technical assistance support** to help districts and schools strengthen their career pathway options and expand access to more students.

- Conducting a biennial review of all college and career pathway programs to analyze both equity of access for all students and alignment with labor market need;
- Producing an annual report that forecasts upcoming workforce needs; and
- Facilitating data linkages and new public-facing data tools with information on pathways.

STUDENT PATHWAYS TO SUCCESS COALITION MEMBERS



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