

The Future of Work: 8 Key Insights and Collaborative Solutions

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Workforce Development*

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Economic Development*

*Undersecretary Scott Bosworth, Massachusetts
Department of Transportation*

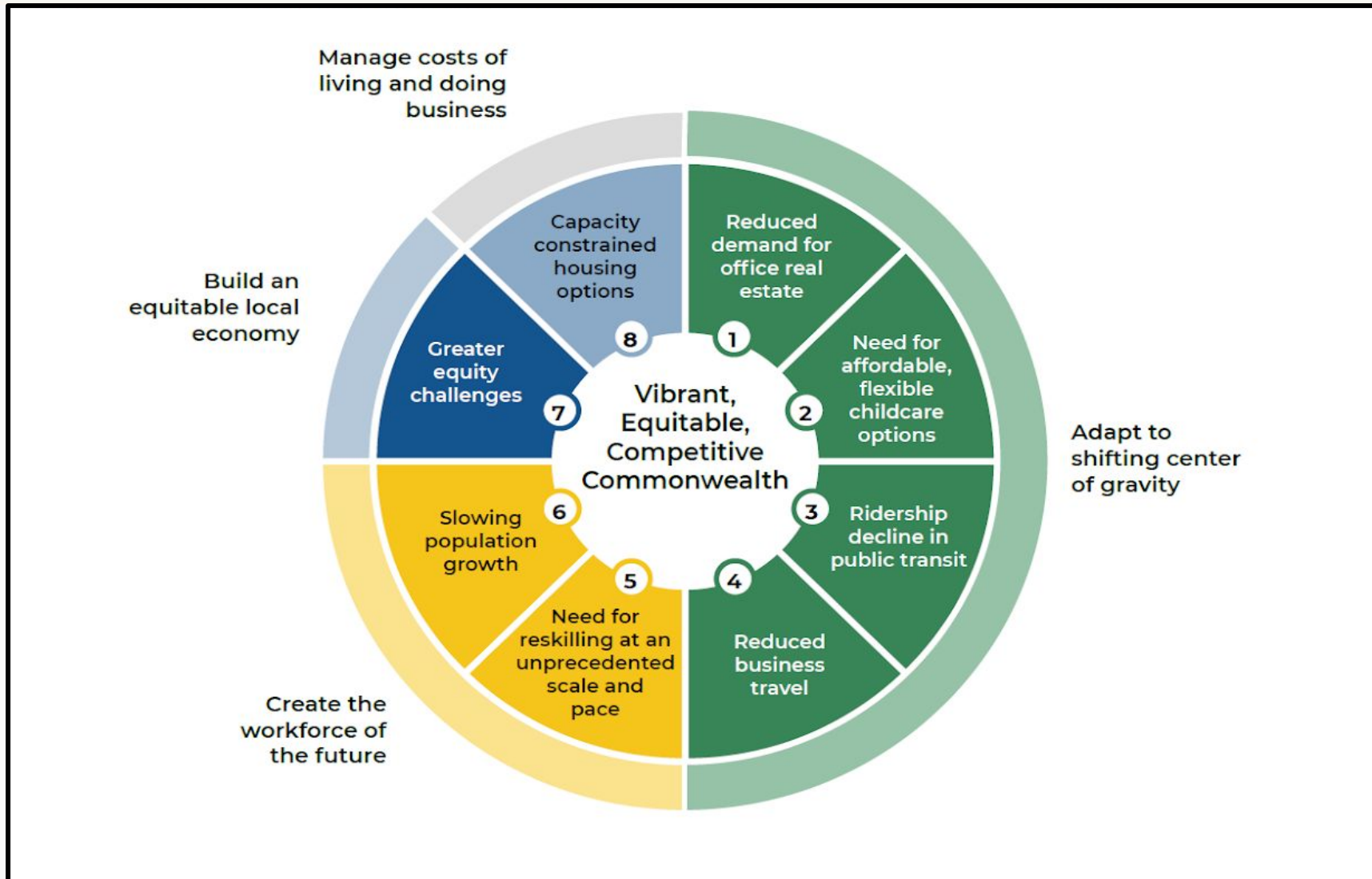




Overview of the Future of Work Study

- The Future of Work Report explores what the implications of COVID-19 might be for the Commonwealth across its regions, demographics, economic sectors, commercial centers, local downtowns, transportation, and public spaces.
- To explore what work could look like in Massachusetts in both the near term (to 2025) and the longer term (to 2030), the report considers three scenarios to determine potential implications:
 - **Scenario A:** Trends return to their original trajectory prior to the COVID-19 pandemic;
 - **Scenario B:** Trends continue to accelerate as they did during the pandemic; and
 - **Scenario C:** Hybrid and remote work become more permanent, while the other trends continue to accelerate as they did during the pandemic.
- It is important to note that the report aims to provide insights based on the current trends and available information as Massachusetts emerges from the COVID-19 Pandemic. It is not designed to provide specific advice or policy recommendations.

Core Themes & Key Insights:





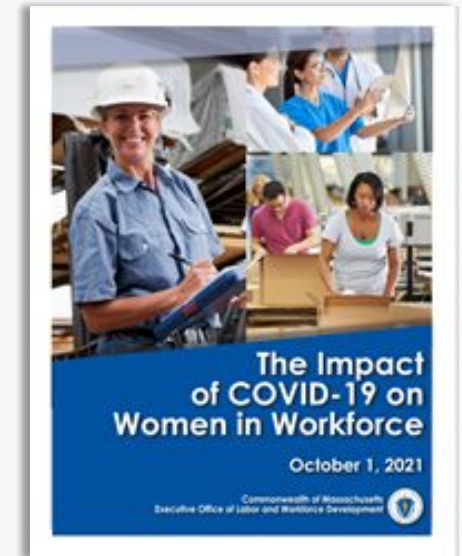
Future of Work Report's Four Core Themes:

1. Changing ways of working – such as **hybrid and remote work**– may **shift the center of gravity away from the urban core**, further reinforced if business travel decreases.
2. The **pace, scale, and breadth of reskilling needed for job transitions must be much greater** than before the pandemic; creating the workforce of the future will require extensive, thoughtful preparation.
3. The **pandemic has already exacerbated pre-existing inequities** for many and as we look ahead the future of work will not be experienced equally across the Commonwealth.
4. The risk of **future job growth moving outside Massachusetts is rising** due to the high costs of living and doing business in the state.

Workforce Inequities Across Demographics



- For December, the unemployment rate for Latinos is at 10.1%, and for Blacks it is 9.1%, compared to Whites at 5.1%.
- Unemployment data throughout the pandemic showed consistently that women were above 50% of claimants.
- When pandemic-related Federal unemployment benefits stopped for 300,000 people on September 4—more than 50% were women.
- According to the Future of Work Report, for women, post-pandemic job recovery will take 18 months longer than men.
- For those with less education or income, which data shows is largely the Black and Latino communities, job recovery could take up to two years longer.



In October 2021, Massachusetts Department of Labor and Workforce Development released a study of The Impact of COVID-19 on Women in the Workforce.

Data showed childcare as a main barriers to re-entering the workforce.

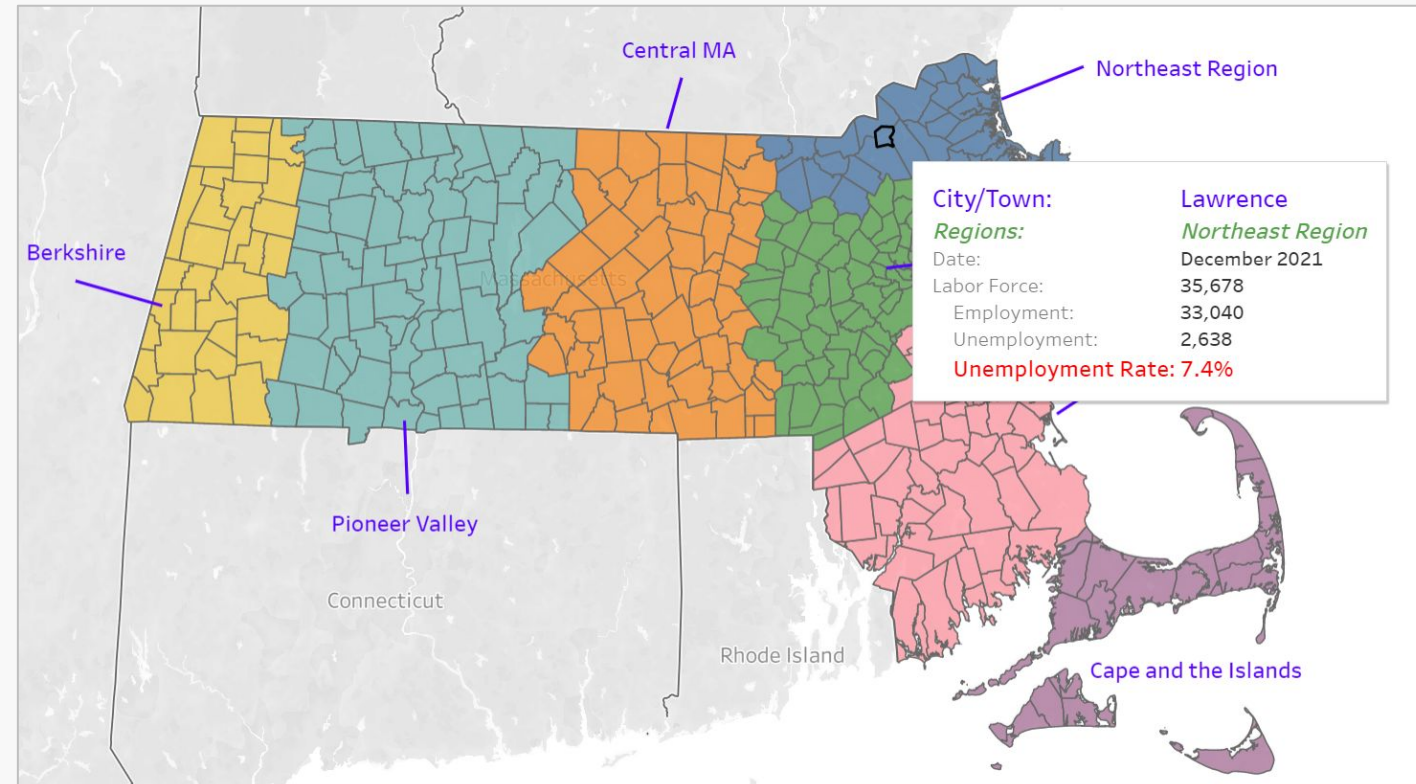
Regional Workforce Strategy



Regional data; employer needs; and racial, ethnic, and gender inequities need to be considered when discussing labor shortages and solutions.

For example, Gateway Cities in MA:

- Makeup 33% of the unemployed in Massachusetts combined.
- Have the highest minority population.
- Are affected by geographic movement of workforce during the pandemic.
- Need a unique reskilling strategy.





Upskilling 300-400K Workers Over 10 Years

- High-need areas include healthcare, technology, banking, finance, and the trades.
- Employers across many industries throughout Massachusetts report they are understaffed and have retention issues.
- These are jobs where the skillsets of the unemployed and underemployed are ***not always a match***.
- Businesses in high-need areas are simultaneously projecting big upscale needs, while not being able to meet *current hiring demands*.





ARPA & Workforce Development Investments

ARPA Jumpstart Started in Fall 2021 with \$68M in available grant funds:

- \$36M for Workforce Competitiveness Trust Fund / Learn To Earn
- \$22M for Career Technical Initiative
- \$10M for RENEW

Workforce Development Investments in the \$4B signed ARPA bill include:



\$500 million to support the Unemployment Compensation Trust Fund



\$500 million for premium pay for low-income essential workers



\$107.5 million for workforce and career technical skills training



\$24.5 million for workforce development and capital grants to YMCAs and Boys & Girls clubs



\$100 million for capital grants to vocational high schools and career technical education programs through Mass Department of Education



Commonwealth of Massachusetts
Executive Office of Housing and
Economic Development

The Future of Work Report

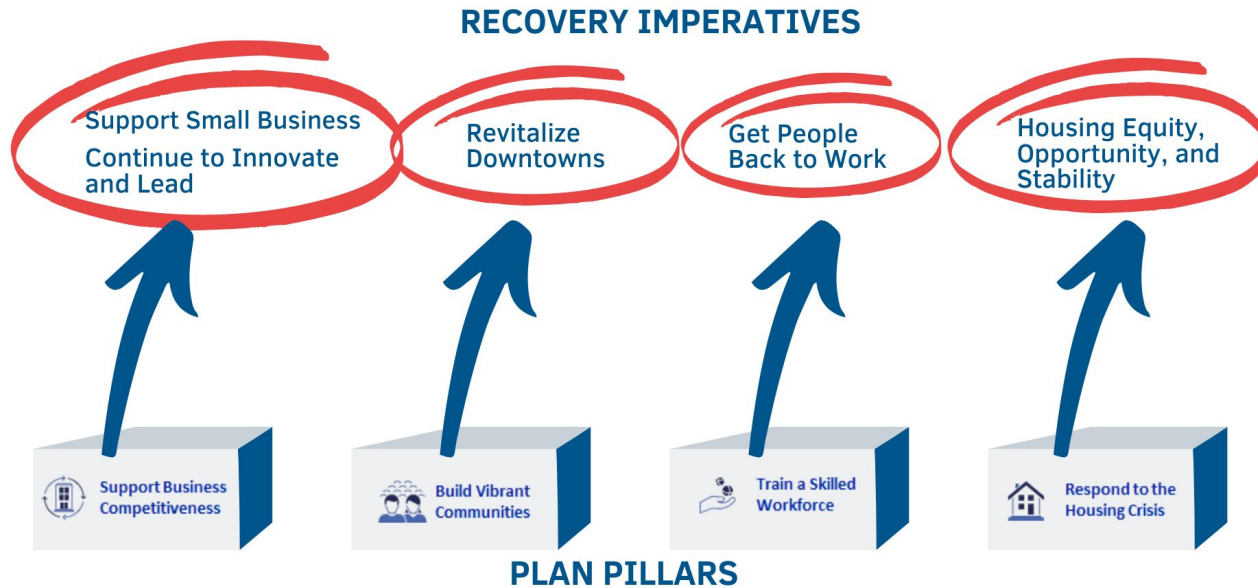
*Remaining competitive
economically, and addressing
inequalities*

Massachusetts Municipal Association
January 27, 2022



We must act swiftly to:

1. Remain Competitive Economically
2. Address Inequalities



Some Findings

- The impact to urban cores will depend on the extent of this hybrid work (a day of remote work per week = modest impact; an average of three days or more of remote work per week = significant impact).
- Increased opportunities to work remotely have lowered barriers to moving or expanding operations and employment into other states.
- Equitable housing opportunities will be key to retaining and attracting people
- There is an estimated shortage of 125,000-200,000 housing units by 2030.
- Creating housing that is accessible and affordable becomes even more an imperative as hybrid and remote work expands and allows workers to move farther away from their places of work.

Community One Stop for Growth



Applications were received from all regions of the Commonwealth and from communities, large and small. This includes priority cities/towns, as outlined in Partnerships for Growth. Of the 196 projects awarded:

- **31%** were located in a community identified as a **Rural Town, Small Town, or Both.**
- **45%** were located in a **Housing Choice Community**
- **31%** were located in a **Gateway City**



**COMMUNITY
ONE STOP
FOR GROWTH**

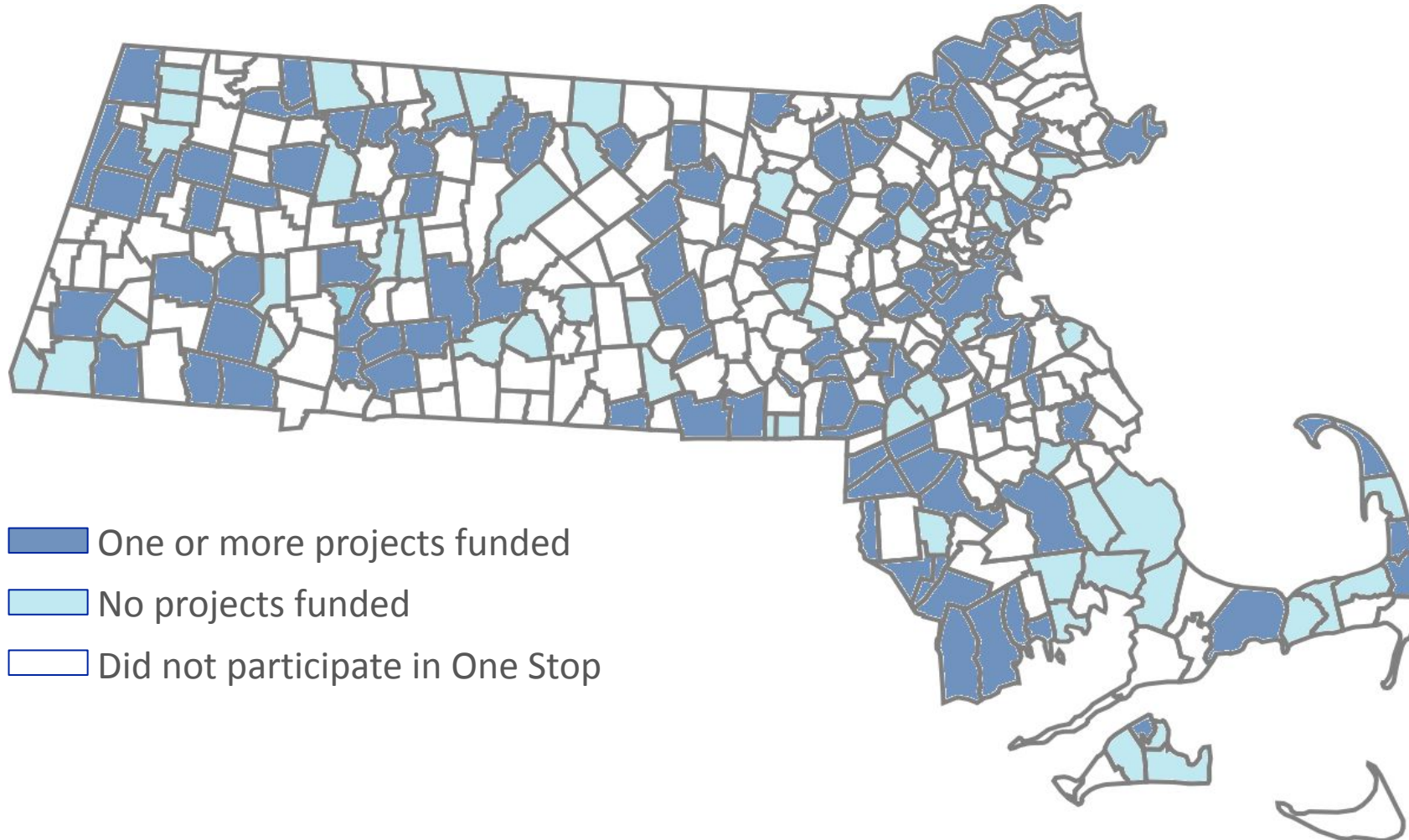
mass.gov/onestop

FY2022 Round	Applied	Funded
Communities	177	122
Applications	360	196
Funding Requests	\$303.3 million	\$88.7 million

FY22 Full Application Awards: Community Coverage



The One Stop received 360 applications, representing projects in 177 communities across the Commonwealth. Awards were granted for 196 projects, representing 122 Massachusetts communities.



FY23 One Stop Timeline



Expression of Interest: December 2021 – March 2022

- EOI Opened Online: December 15, 2021
- EOI Submission Period Ends: March 18, 2022

Full Application: January 2022 – June 2022

- Full Application Opens Online: January 21, 2022
- Full Application Submission Period Begins: May 2, 2022
- Full Application Submission Period Ends: June 3, 2022

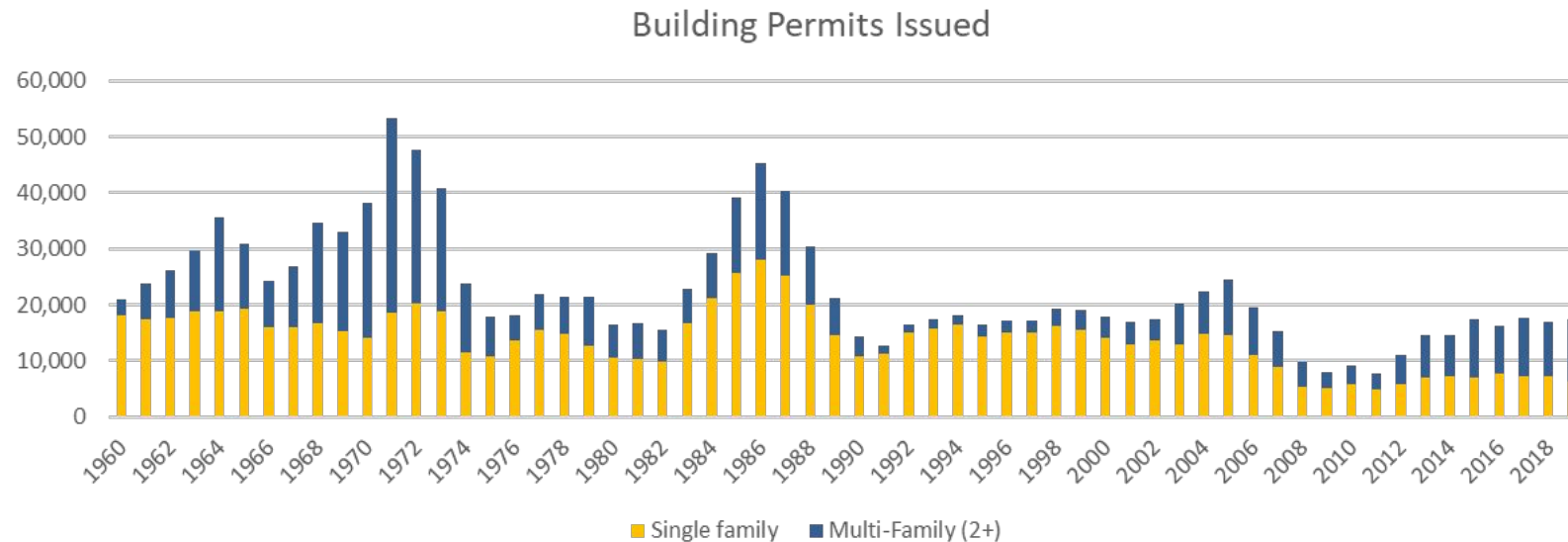
Review and Evaluation: Summer 2022

Notification of Awards: Fall 2022

Contracting: Fall/Winter 2022

Housing Production in Massachusetts

- Between 1960 and 1990, Massachusetts communities permitted almost 900,000 housing units. Since 1990, communities have permitted fewer than 470,000 new units.



- As highlighted in the *Future of Work* study, there is an estimated shortage of up to 200,000 housing units.
- Municipalities play a key role, through zoning and permitting, in determining whether or not housing is built. Cities and towns are therefore necessary partners if the Commonwealth is to solve our housing crisis.



- Before COVID-19, Massachusetts faced a core challenge in creating adequate housing to support young families, workers, and an aging population. The pandemic has further highlighted these needs.
- Massachusetts has among the highest, and fastest growing, home prices and rents of any state in the nation.
- Rising costs have dramatically increased financial pressures on low- and middle-income families, forcing them to sacrifice other priorities in order to pay housing costs. High housing costs are a primary driver of homelessness.
- The lack of housing production is an impediment to community development.
- These high costs are a disadvantage as we compete economically against peer states. The risk of future job growth moving outside Massachusetts is rising due to the high costs of living.



- **2018 Housing Bond Bill:**

- In 2018, Governor Baker signed the largest housing bond bill in state history, authorizing more than \$1.8 billion to the future of affordable housing production and preservation.
- Since 2015, Massachusetts has invested more than \$1.4 billion in the affordable housing ecosystem, resulting in the production and preservation of more than 22,000 housing units, including over 19,000 affordable units.

- **2021 Economic Development Bill:**

- **Housing Choice Zoning Reforms:** These targeted changes to M.G.L c. 40A reduce the threshold of votes needed to adopt certain zoning measures that promote housing production from 2/3 to simple majority.
- **MBTA Communities Multifamily Zoning Requirements:** Requires that an MBTA community shall have at least one zoning district of reasonable size in which multi-family housing is permitted as of right and meets other criteria
- \$50M for **Transit Oriented Housing Development** to produce new, high-density, mixed-income affordable housing developments located near major transit nodes and help mitigate environmental/traffic concerns
- \$50M for **Neighborhood Stabilization** to return blighted or vacant units back to productive use, including in communities disproportionately affected by COVID-19
- \$10M for **Climate-Resilient Affordable Housing Production** of affordable, multi-family housing developments, with the goals of equipping homes to better respond to climate changes and reducing greenhouse gas emissions

- **2021 ARPA Spending Package:**

- *Homeownership:* \$115M for the **CommonWealth Builder Program** and \$65M for **First-Time Homebuyer Assistance**
- *Affordable Housing:* \$115M for the **Affordable Rental Units** and \$150M for **Supportive Housing**

2021 ARPA: Homeownership Strategy & Affordable Housing Production



Strategy	Proposed (Millions)	Funded (Millions)	Summary	Strategy	Proposed (Millions)	Funded (Millions)	Summary
First-time Homebuyer Assistance	\$300	\$65	Support expanded homeownership opportunities focused on first-time homebuyers with down payment assistance, mortgage interest rate subsidies, and mortgage insurance assistance	Rental Housing Units	\$200	\$115	Fund rental housing production and provide increasing housing options to workers and residents of disproportionately impacted municipalities
CommonWealth Builder Program	\$200	\$115	Support housing production to help communities of color build wealth by promoting homeownership among residents of disproportionately impacted municipalities	Senior & Veteran Supportive Housing	\$300	\$150	Support statewide production of senior and veteran housing, including supportive services
Total	\$500	\$180		Total	\$500	\$265	



Massachusetts
Municipal
Association

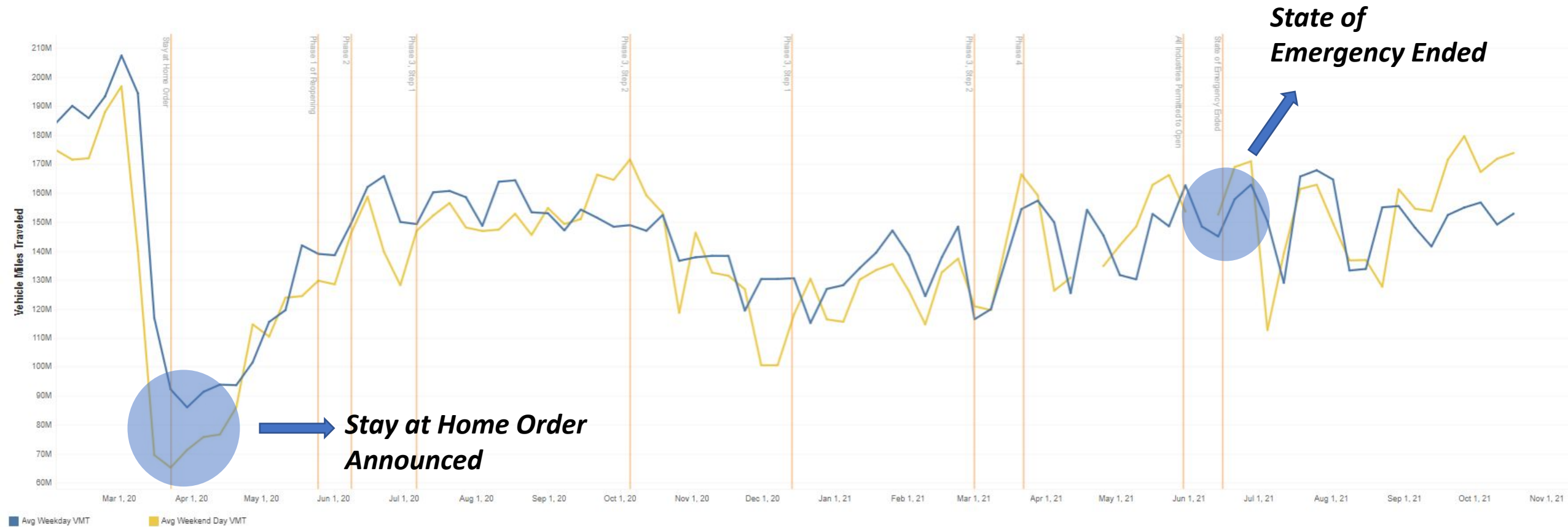
*mass***DOT**
Massachusetts Department of Transportation

January 27th 2022

**Massachusetts Municipal Association: Future of
Work**

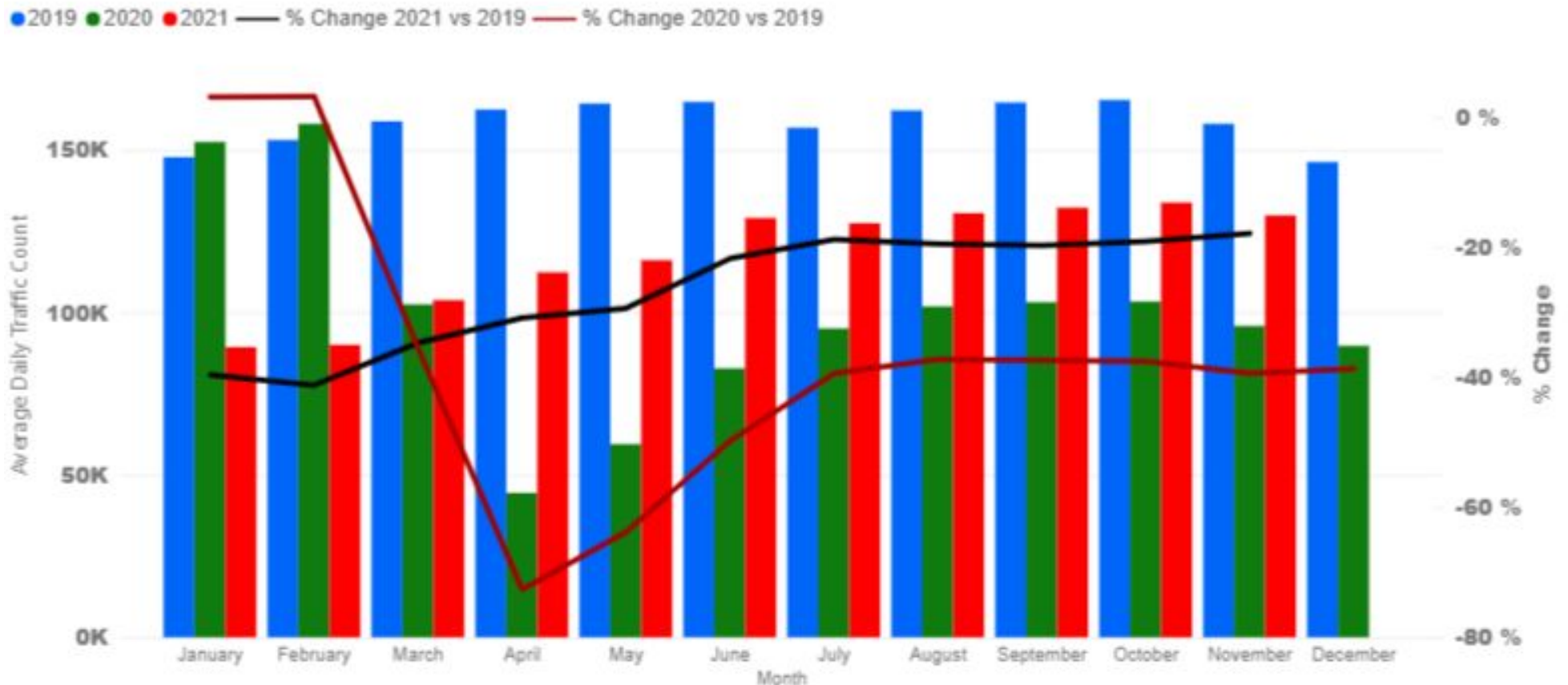
**MassDOT Undersecretary & Chief Strategic Officer:
Scott Bosworth**

Changes in Travel: Statewide Average Vehicle Miles Traveled (Daily), February 2020- October 2021



Changes in Travel: Traffic on I-90 at Allston (Weekday Volume)

District 6 - Boston (Fenway): I-90 (Station ID: AET13): The % change vs 2019 for November equals -17.85%



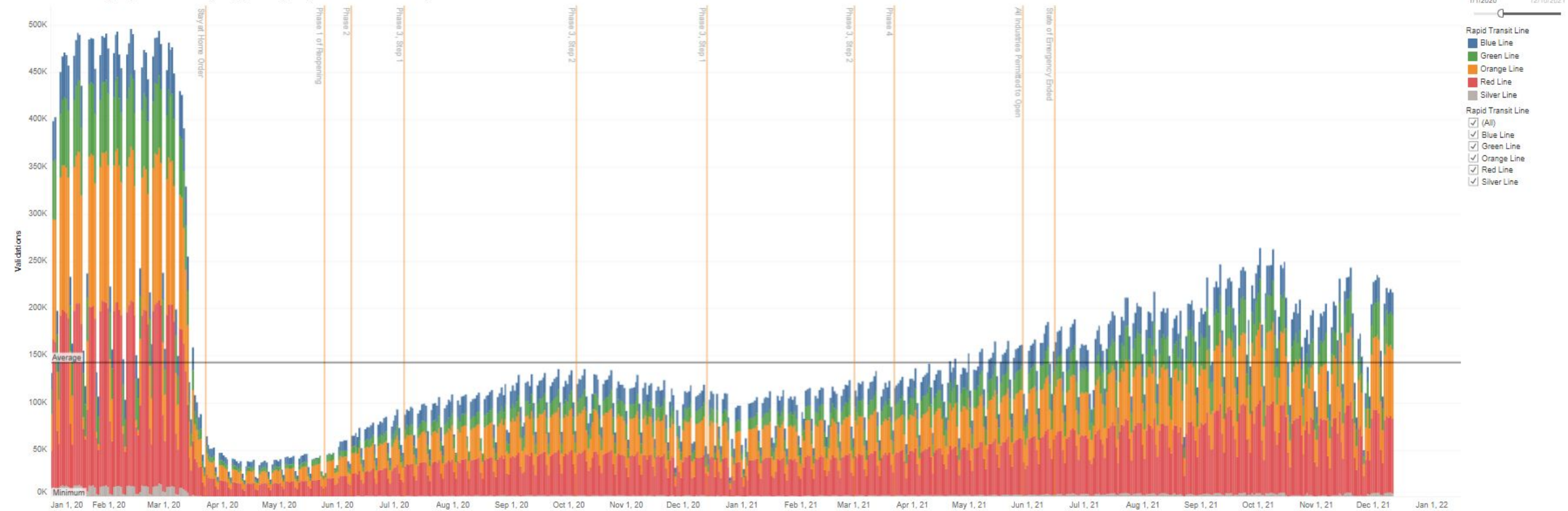
Changes in Travel: Subway & Light Rail

Subway and Light Rail

Update Frequency: **Weekly**

Validations by Line | Validations by Stations

MBTA Validations by Rapid Transit Line (Daily), January 1st, 2020 to December 10th, 2021

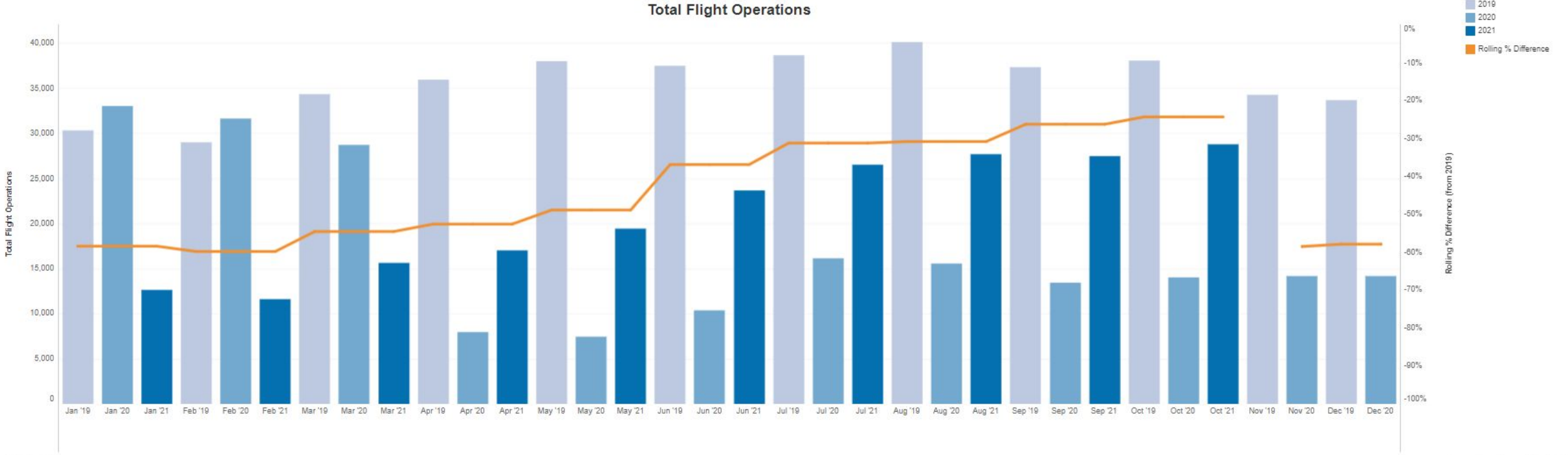


Changes in Travel: Logan Airport

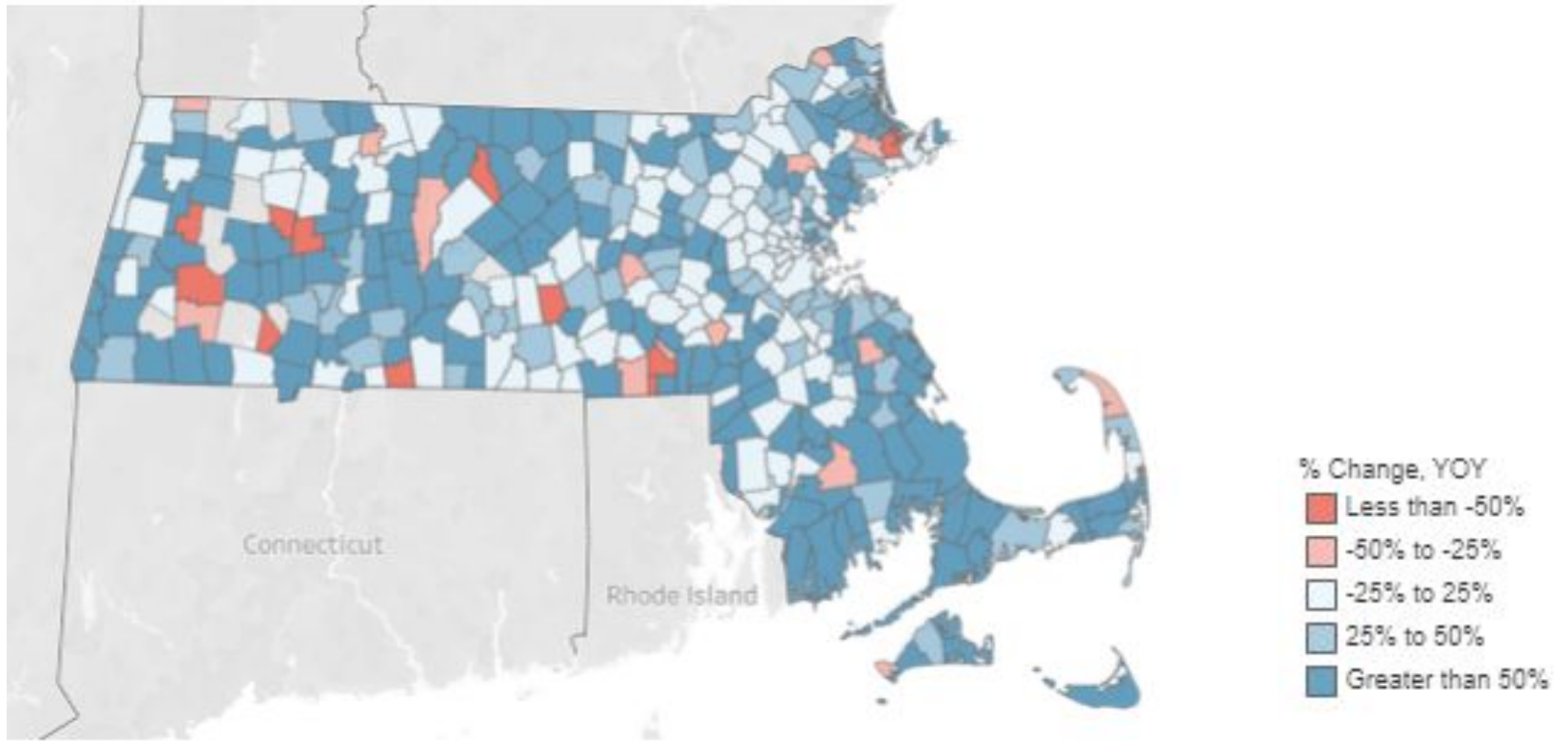
Logan Airport Flight Operations, January 2020 through October 2021 vs 2019

Update Frequency: **Monthly/As data becomes available**

Flight Operations | Total Passengers | Domestic Passengers | International Passengers | Mail & Cargo Volume



Change in Bicycle Activity by Municipality: October 2021 vs 2019 (Baseline)



Municipal Programs

Complete Streets

- The MassDOT Complete Streets Funding Program provides technical assistance and construction funding to eligible municipalities. Eligible municipalities must pass a Complete Streets Policy and develop a Prioritization Plan.
- A Complete Street is one that provides safe and accessible options for all travel modes - walking, biking, transit and vehicles for people of all ages and abilities.
- **Since 2016, the program has awarded a total of \$77.4 million through 418 grant awards.** That includes 204 grants for technical assistance and 214 grants for projects. This translates to miles of new sidewalks, trails, paths, and bicycle lanes, safety improvements including pedestrian crossings, intersection reconfigurations, road diets, etc.
- Reauthorized for \$50 million in the 2021 Transportation Bond Bill.



Image source: [UNC](#)

The Complete Streets Funding Program Portal has more information for communities:

<https://masscompletestreets.com/>

Municipal Programs

Shared Streets

- The Shared Streets and Spaces initiative first launched during the summer of 2020, and the program was extended to help municipalities address the challenges of winter amid the ongoing public health crisis.
- The Shared Winter Streets and Spaces provides cities and towns with grants as small as \$5,000 and as large as \$500,000 to improve plazas, sidewalks, curbs, streets, parking areas, and other public spaces in support of public health, safe mobility, and renewed commerce.
- Since the Baker-Polito Administration's program started, June 2020, total of \$33 million dollars in funding has been provided to MA cities and towns to facilitate 310 projects.



Image source: [CNU](#)

Municipal Programs:

Small Bridge Program

- Provides financial support for the replacement, preservation, and rehabilitation of small bridges across the Commonwealth. Program offers grants for both design and construction funding.
 - **Start:** Program was launched in 2016 to provide much needed support to communities by awarding \$50 million through 117 grants.
 - **Now:** Set to relaunch and begin accepting new applications February 1, 2022. Applications will be accepted until April 1, 2022. Program relaunch will offer communities more support than ever before by connecting design awardees directly with MassDOT design consultants. This is just another example of MassDOT providing support to municipalities beyond just funding.
 - **Future:** Reauthorized for \$70 million in the 2021 Transportation Bond Bill

Municipal Programs

New Programs from TBB

Municipal Pavement Program

- Funds pavement improvements on local roadways with a focus on state numbered routes
 - Resurfacing, mill and overlay, and similar improvements
- Segments are selected by MassDOT each Fiscal Year based on local inventory and condition
- **Now:** This year's program (Fiscal Year 2022) will fund pavement improvements covering over 100 lane miles totaling approximately \$15M.
- **Future:** Authorized \$125 million in the 2021 Transportation Bond Bill

Local Bottleneck Reduction Program

- Funds innovative solutions to address local congestion bottlenecks at signalized intersections to improve traffic
 - Signal retiming, Transit Signal Priority, vehicle detection and similar improvements
- Selection is based primarily on bottleneck related congestion and delay metrics
- **Now:** Candidates in 20 communities being confirmed via site visits, totaling an investment of over \$2.5 Million in first round of funding
- **Future:** Authorized \$50 million in the 2021 Transportation Bond Bill



Thank You