

SCALE: Skill Building Evaluation Results

October 2024



In 2023, MassHire Metro North Workforce Board's (MNWB) Work to THRIVE initiative was awarded a \$413,000 one-year grant from the City of Somerville's ARPA funds. This funding allowed MNWB, SCALE, and The Welcome Project to support existing small businesses in Somerville by offering ESOL classes to their employees. The goal was increased job performance and retention at their respective places of employment, serving the dual purpose of supporting the success of small businesses and investing in their employees' individual success.

SCALE offered 3 Level 1 and Level 2 ESOL classes, with 36 students completing the program. Students rated the importance of using English at their job as 8.9 out of 10, showing the need for ESOL classes. All participants were supplied with laptops, mobile hotspots, and stipends to allow participants to cover transportation, childcare, or other supportive services.

Program Highlights

Participants completed a Pre and Post survey rating their confidence in their ability to communicate in English. All 36 participants completed the Pre/Post surveys.

58%

Increased Confidence to Speak in English at Their Job

53%

Increased Confidence to Write in English at Their Job

47%

Increased Confidence to Read in English at Their Job

44%

Increased Confidence to Communicate in English

Student Demographics

Average Age:
34 Years Old

58% had an annual household income less than \$50K

56% lived in either a 3 or 4-person household

78% Identified as Hispanic/Latino

86% Spoke a language other than English at home
Languages included Spanish, Portuguese, and Haitian Creole

The Welcome Project: Skill Building Evaluation Results October 2024



In 2023, MassHire Metro North Workforce Board's (MNWB) Work to THRIVE initiative was awarded a \$413,000 one-year grant from the City of Somerville's ARPA funds. This funding allowed MNWB, The Welcome Project (TWP), and SCALE to support existing small businesses in Somerville by offering ESOL classes to their employees. The goal was increased job performance and retention at their respective places of employment, serving the dual purpose of supporting the success of small businesses and investing in their employees' individual success.

TWP offered 2 cohorts of Level 1-2 ESOL, with 45 students completing the program. Students rated the importance of using English at their job as 9.7 out of 10, showing the need for ESOL classes. All participants were supplied with laptops, mobile hotspots, and stipends to allow participants to cover transportation, childcare, or other supportive services.

Program Highlights

Participants completed a Pre and Post survey rating their confidence in their ability to communicate in English. 32 participants completed the Pre/Post surveys.

66%

Increased Confidence to **Read in English** at Their Job

63%

Increased Confidence to **Write in English** at Their Job

56%

Increased Confidence to **Communicate in English**

50%

Increased Confidence to **Speak in English** at Their Job

Student Demographics

For the 2nd cohorts, the intake form was changed, therefore, not all demographic information was collected.

Average Age:
36 Years Old

56% had an annual household income less than \$50K

53% lived in either a 3 or 4-person household

63% Identified as Hispanic/Latino

85% Spoke a language other than English at home
Languages included Spanish, Portuguese, and Haitian Creole