



70 Washington Street, Suite 314, Salem, MA. 01970
p: 978-741-3805 f: 978-741-3809
www.northshorewib.com

Agenda
Workforce Systems Committee
June 15, 2017
8:00AM

70 Washington Street, Small Conference Room 1st Floor- Salem

Membership: Paul Mahoney, Brian Cranney, Tim Doggett, Patricia Meservey, Lauren Hubbacheck, Tom Lemons, David Manning, Mike McCarthy, Patricia Gentile, and Dianne Palter-Gill

- I. Introductions
- II. Tasks and Objectives for FY 17:
 - Regional Planning under WIOA (FOW) and greater regional planning with GLWIB and GLWIB,
 - One-Stop Operator Procurement
 - Data Academy Review of Customer flow and changes in demographics
 - New programming and industry/ critical occupation review
- III. Future One Stop Operator Contract/Charter – *review of goals and draft contract*
- IV. Future of Work on the North Shore/ Regional Planning – *updates on Kick-off Meeting April 5th and Regional Meeting April 19th*
- V. FOW Presentation at Salem State University June 22, 2017 - update
- VI. Adjournment

Next Meetings: October 19th 2017, December 14th 2017, February 15th 2018, April 19th 2018, June 21st 2018

4-20-2017

Attendees:

Dianne Paltergill, Lauren Hubbacheck, Tim Dogget, David Manning, Janae Miklowcic, Steve Currier– Mary Sarris

WORKFORCE SYSTEMS GOALS AND OBJECTIVES 2015 - 2017

GOAL 1: THE NORTH SHORE WIB WILL BUILD THE CAPACITY OF THE NORTH SHORE WORKFORCE SYSTEM TO RESPOND TO LABOR MARKET NEEDS BY COLLECTING AND DISTRIBUTING LABOR MARKET INFORMATION AND BY PROVIDING OTHER SUPPORTS TO WORKFORCE PARTNERS.

MAJOR THEMES:

- Regional Planning under WIOA (FOW) and greater regional planning with GLWIB and GLWIB,
- One-Stop Operator Procurement
- Data Academy Review of Customer flow and changes in demographics
- New programming and industry/ critical occupation review

Objective #1: Build on existing strengths in identifying current scale and scope of worker and employer needs while being responsive and forward thinking on changing workforce trends and gaps that may arise.

Activity:	Timeframe:	Benchmarks/Indicators of Success	Status
Career Center Charter	2015 – 2017		Mark during the June 15 Committee meeting gave a detailed update on the charter highlighting the development of the access points and a roll-out of the new locations that opened up in the Winter/Spring of 2015.

<p>-Continue to conduct bi-annual reviews of Charter to ensure that services provided to companies and individuals continually improve and respond to current needs</p>	<p>2015 – 2017</p>	<p>Active charter exists at all times.</p>	<p>Additional information was presented on the customer flow at the new Access Points.</p>
<p>-Support Career Centers as they consolidate and build Access Points</p>	<p>2015</p>	<p>Additional focus areas include: -Career Center services are out in the community. - Infrastructure costs have decreased -Additional training funds are available</p>	<p>Discussed with the committee the changes with WIOA and pending Career Center open bid process which is on the horizon. Dave gave the group a quick overview of the workgroup at the state level and the various topics they were covering.</p>
	<p>2016</p>	<p>Revisit locations through review of services of access points</p>	<p>Reviewed the options for what will be listed in new contract with one-stop provider. Much discussion around the theme on technology and education should be listed in upcoming contract. In addition, similar themes that have been in past Charters should remain: Quality of Service to Business, Quality of Service to Youth, Job Seekers, and Data resource management.</p>

<p>-Help career centers inform job seekers of placement and earning potential of various training programs</p> <p>-Help job seekers understand and use social media and other technology tools in their job search and in training</p>	<p>2015 – 2016</p> <p>2015</p> <p>2016 - 2017</p>	<p>Career Centers receive training on new Blueprint; also regularly access real-time tools such as HWOL and TORQ</p> <p>Updated list of performance by training vendor available for career center staff</p> <p>Appropriate workshops available on a routine basis; career center staff also routinely attend training sessions; tools available for staff to help customers make training decisions</p>	<p>Discussed and outlined new terms for Career Center contract that will begin on July 1, 2017.</p>
<p>Continue initiatives in critical/emerging sectors:</p> <ul style="list-style-type: none"> - Health Care - Manufacturing - Construction - Financial Services - Life Sciences and/or Innovation 	<p>2015</p>	<p>LMI details for each sector identified and communicated to industry partners through various means, including profiles, presentations, newsletters, company visits, etc.</p>	<p>Overview was given to the Manufacturing WCTF/JD NEG/ Apprenticeship grants....in addition the NSWIB submitted (yesterday12/16) a WCTF grant covering the IT industry – IT occupations that crossover into multiple industries. We were fortunate enough to get several company partners to sign on and North Shore Community College will serve as the education provider focusing on the COMP TIA course along with many supports. This grant could potentially be tied into the</p>

			<p>Comuniversity at Lunn effort as well.</p> <p>Also information was shared with regards to the Health Care Transformational Fund – working with Certificated Medical Assistants on Patient Centered Medical Home model of service delivery.</p> <p>In the April 16 Meeting we shared that we did not get the IT grant but will pursue other funding sources to work with Lynn PS graduates to get into IT occupations.</p>
	2015	Pathways from entry level to advanced updated and clearly documented so staff and partners understand how to help job seekers move up and into quality jobs with education and training.	
	2016	Consortiums developed/strengthened for each industry regardless of grant cycles. Meet at minimum annually to discuss industry needs, advancement and changes.	
	2016	Applications for grant funding for new and incumbent workers submitted and funded in each area.	
	2016 – 2017	Consortiums status reviewed at the end of each fiscal year for quality of industry support	

	2017	Grant funding is received and appropriate projects underway.	
	2016 - 2017	Progress made on moving non-credit courses to credit courses at some level.	
- Continue to work with North Shore Community College, Salem State University, Endicott College and Gordon College on Life Sciences project	2015 – 2016	NSWIB staff attend meetings and provide information and support as required and requested.	In April, We shared that the WIB worked with Endicott College (and their Entrepreneur group FUEL) to present data on the IT industry to the North Shore Tech Council. The event was a success.
Engage companies in STEM communication activities	2015 – 2017	AMP It Up and other related STEM activities working; STEM activities of youth pipeline committee working successfully	
	2015	One more life science company on the WIB	
Improve services for targeted populations – Long Term Unemployed, Immigrants, and mature workers			
Conduct needs assessment on target populations	2015 – 2016	Needs assessments on these populations completed and on website – through DAA	
- Maintain comprehensive data base of all agencies and programs that provide services	2016	Data base of programs exist and is available on website	

5

<p>to targeted populations – identify barriers and gaps</p> <p>- Identify areas for potential partnerships and/or expansion of existing programs that will reach targeted populations</p>	<p>2015</p> <p>2015 – 2016</p> <p>2016</p>	<p>Partners identified.</p> <p>Representatives of these groups on WIB committees</p> <p>WIB/Career Center staff on existing partnerships or new partnership exist in the community.</p>	
<p>Analysis and sharing of Labor Market Information</p> <p>-LMBP Completed in the Fall of 2014, Including Economic Snapshot, Brief, Youth Piece</p> <p>-Annually interview WIB members in each critical sector on what they predict their sector will look like in five years.</p> <p>-Conduct 6 Data Academies with research topics supporting attaining performance measures and understanding trends in the regional labor market.</p> <p>-Share HWOL data with industry sector partners for verification/validation</p>	<p>2015</p> <p>2016 – 2017</p> <p>2015 – 2017</p> <p>2015 – 2016</p>	<p>Blueprint and related documents on website</p> <p>Annual review completed and documented</p> <p>DAA academies complete work and information on website</p> <p>HWOL data submitted to industry partners on an annual basis</p>	<p>Update was given on the Blue Print and has already been placed on website as well as the many presentations the WIB staff have been doing to promote LMI</p> <p>Youth Blue Print posters have been made for schools and partners.</p> <p>On-Line learning research study by NSWIB was posted on the website. Still much to learn about this new/innovative – and ‘will happen’ way of learning.</p>

-Training seminar series for Career center staff	2015	Training seminars take place	
--	------	------------------------------	--

OBJECTIVE #2: Increase coordination and collaboration with educational, human service and government organizations on regional economic development initiatives and advocate for policy changes at the state and local level that will help local partners increase the capacity of the workforce system.

Activity:	Timeframe:	Benchmarks/Indicators of Success	Status
Policy changes and education on increasing capacity	2015 – 2016	Elected and appointed workforce leaders are involved with WIB, including attending full board meetings and committee meetings.	Annual Report was released over the summer...
- Advocate locally and jointly with other WIBs for identified policy and funding changes.	2015 – 2017	WIB Director speaks with NS Mayors/Town Administrators group at least once per year.	
-Disseminate a bi-annual report to the legislature documenting programs and outcomes for the North Shore region	2015 and 2017	Bi-annual Report to Legislature completed	
-Strengthen relationship with local political leaders such as Congressman John Tierney and North Shore legislative delegation.	2015 – 2016 2015 – 2017	WIB/Career Center staff join state level committees to advocate for these changes An annual list of policy changes are documented and maintained on our website.	

<p>Participate with the North Shore Alliance for Economic Development</p>	<p>2015</p>	<p>Snapshot completed and disseminated.</p>	<p>Investment Snapshot is being disseminated along with the Blue Print.</p> <p>During the February meeting we discussed in detail “The Future of Work’ project we will be running of the next year. We will be surveying serval groups of stackholders thru a survey tool as well as in-person discussions. More updates to come.</p> <p>In April 2016 a copy of the FOW survey that was sent to board members and sub-committee members was shared. We are working on a more friendly format to review to share results. An update was given on FOW during the 12 2016 meeting....goals have been set to reach objectives set. We also share preliminary results of the Future of Work (FOW) surveys which highlight this problem. More data will be released to the committee on FOW during the coming year.</p>
	<p>2015</p>	<p>Alliance joins the WIB board</p>	

	2015 – 2017	WIB participates in Alliance events including workshops that support critical industries.	
	2015	Alliance strategic plan includes support of workforce development in conjunction with economic development activity.	
	2016	WIB and Alliance participate with local economic development leaders in periodic meetings and workshops.	
	2016 - 2017	Alliance funding increases and the organization becomes firmly established in the community.	
Work with regional workforce system partners to address industry and worker needs by sector. – build and support industry partnerships such as the NAMC.	2016 – 2017	Cluster partnerships as described above include other members of the workforce system, including educators, economic development organizations, and industry groups.	Regional Partnership in Manufacturing is leading the way in the Northeast....many challenges and many successes. During the June 2016 meeting we discussed the importance of working with the Voc. Tech Schools as well as promoting the Apprenticeship Models being developed through the Manufacturing grant.
	2015 – 2017	Partners participate in seminars that discuss labor market data and challenges and develop full understanding of responses needed.	
	2017	Schools/colleges/related entities report stronger relationships with companies who are interested in	

		hiring members of their constituencies.	
Continue to seek out and support resources to help with transportation	2015 – 2017	Our current Employment Express programs remains in effect at least at its current level.	The committee in June 2016 discussed the importance of the WIB and addressing the transportation problems present of workers on the North Shore.
	2016 – 2017	One additional funding source is identified and an application submitted and funded to expand service.	
	2015	One DAA report done on Employment Express and the customers who are utilizing it – report on website and disseminated to the public and leaders around the region.	

Career Center performance on relevant indicators - FY2015 - FY2017

	Labor Exchange				Adult					DW					Youth					
	NSWIB	State	Diff	State pl	NSWIB	State	Diff	NSWIB pl	State pl	NSWIB	State	Diff	NSWIB pl	State pl	NSWIB	State	Diff	NSWIB pl	state PL	
Placements																				
FY2015	55%	57%	-2%	57%	92%	86%	6%	83%	83%	92%	87%	5%	85%	85%	93%	81%	12%	83%	83%	
FY2016	55%	59%	-4%	57%	92%	88%	4%	83%	83%	88%	89%	-1%	85%	85%	91%	81%	10%	83%	83%	
FY2017(3 quarters)	55%	60%	-5%	57%	100%	88%	12%	83%	83%	93%	88%	5%	85%	58%	75%	78%	-3%	83%	83%	0.90
FY2018 goal																				
Retention																				
FY2015	81%	82%	-1%	85%	95%	89%	6%	90%	90%	98%	91%	7%	95%	95%						
FY2016	82%	84%	-2%	85%	94%	91%	3%	90%	90%	98%	93%	5%	95%	95%						
FY2017(3 quarters)	82%	84%	-2%	85%	92%	88%	4%	90%	90%	97%	93%	4%	95%	95%						
FY2018 goal																				
Earnings																				
FY2015	\$16,628	\$18,046	(\$1,418)	\$17,500	\$13,727	\$11,790	\$1,937	\$12,700	\$12,700	\$19,143	\$18,621	\$522	\$18,000	\$21,000						
FY2016	\$17,717	\$19,014	(\$1,297)	\$17,500	\$14,633	\$12,567	\$2,066	\$12,700	\$12,700	\$20,063	\$21,594	(\$1,531)	\$18,000	\$21,000						
FY2017(3 quarters)	\$19,443	\$20,026	(\$583)	\$17,500	\$13,422	\$12,656	\$766	\$12,700	\$12,700	\$20,369	\$21,918	(\$1,549)	\$18,000	\$21,000						
FY2018 goal																				
degree/certificate																				
FY2015															100%	70%	30%	75%	75%	
FY2016															87%	67%	20%	75%	75%	
FY2017(3 quarters)															86%	75%	11%	75%	75%	1.15
Employers listing jobs																				
FY2015	402																			
FY2016	583																			
FY2017 (3 quarters)	458																			

11

Proposed Goals for Consideration

FY2018 - FY2019

Labor Exchange

Employment, Retention, and Wages will be at the state average by June 30, 2019

Calculation of new goals done at this time

Dislocated Worker

Wages will be equal to the state average by June 30, 2019

Calculation of new goals done at this time

Employers listing Jobs with the Career Center will be at least 590 by June 30, 2018

Calculation of new goals done at this time

Benchmarks for referrals to these jobs, contacts by Career Center staff, and other relevant goals will be identified based on the results of the pilot project below

Pilot Project for intensive service to companies:

Pilot for FY2018 - FY2019

Two companies each from:

Manufacturing

Health Care

Financial Services

Hospitality/Retail

Companies willing to provide details on:

Quality of Referrals

Hiring and Entry Wages of Referrals

Retention of these Hires

Promotions of these Hires

Other Quality Indicators

Career Center will report to the WSC on general performance and results of pilots in:

Oct, 2017

Feb., 2018

June, 2018

Wage Data Comparison for Discussion

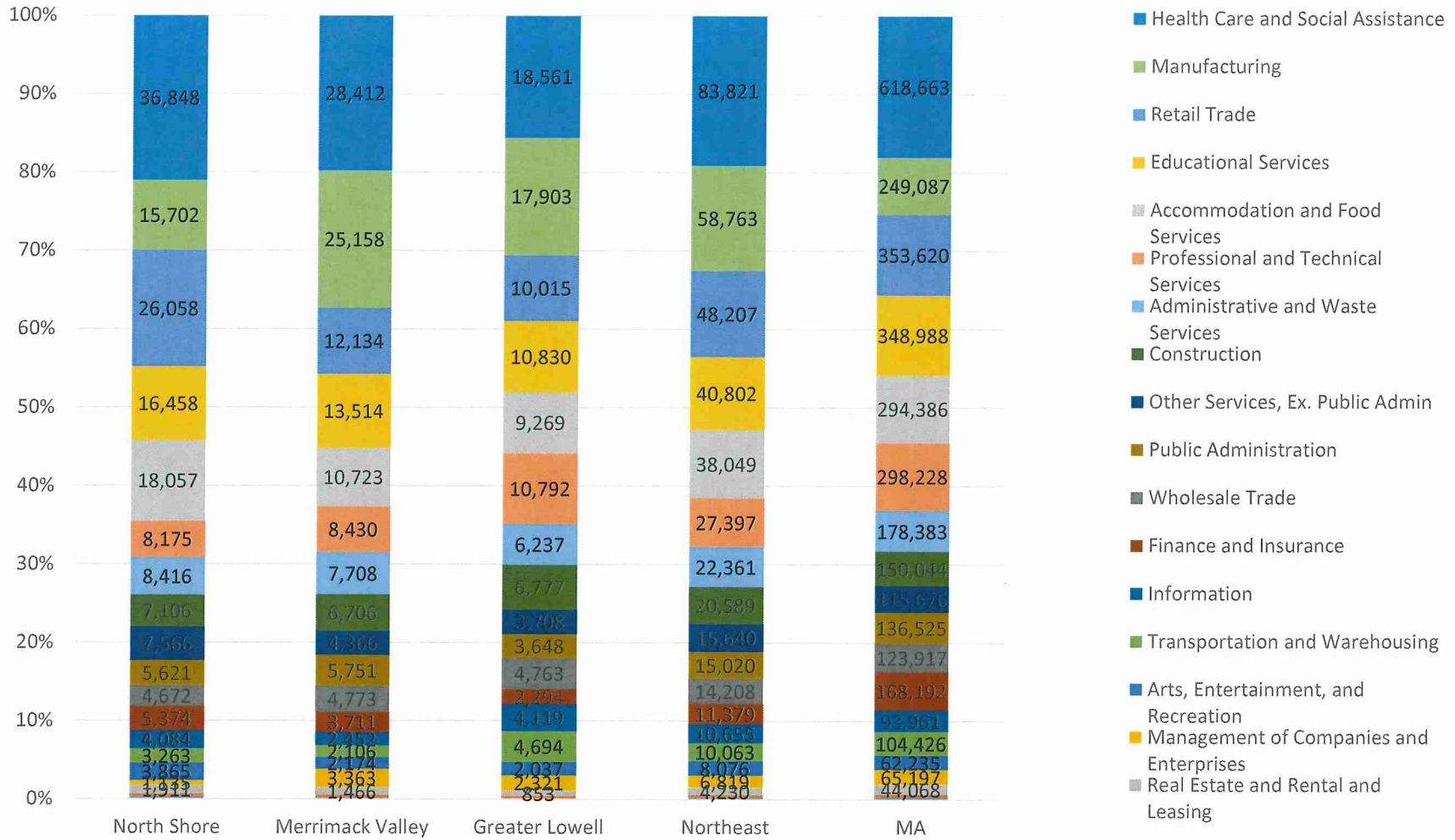
Wage data	North Shore	Boston	State	Merrimack Valley	Greater Lowell	MetroNorth	South Shore	Central MA	New Bedford
Median	\$39,111	\$56,799	\$46,690	\$45,129	\$47,832	\$54,326	\$43,575	\$42,655	\$36,200
Mean	\$52,621	\$73,277	\$60,840	\$57,688	\$60,597	\$67,696	\$56,897	\$53,623	\$47,405
Entry	\$23,874	\$28,983	\$25,810	\$24,730	\$25,636	\$27,829	\$24,811	\$24,943	\$23,205
Experienced	\$66,994	\$95,424	\$78,350	\$73,667	\$78,078	\$87,630	\$72,941	\$67,963	\$59,505
Median/mean	74%	78%	77%	78%	79%	80%	77%	80%	76%
Entry/Experienced	36%	30%	33%	34%	33%	32%	34%	37%	39%

Summary of discussion points around performance goals for Career Center contract

- I. Goals will be built around the WIOA conditions required for Career Center certification, including
 - A. Effectiveness, Customer Satisfaction, Physical and Programmatic Accessibility
 - 1. Integrates available services for job seekers and businesses
 - 2. Meets the workforce development needs of Job Seekers
 - 3. Meets the employment needs of local businesses
 - 4. Operates in a cost effective manner
 - 5. Coordinates services among the One-Stop Partner Programs
 - 6. Provides maximum access to partner program services (even outside normal business hours)
 - 7. Meeting needs of disabled population
 - B. Continuous Improvement.
 - 1. Local Performance Achievement
 - 2. Other
 - a. Include regular process for responding to TA needs
 - b. Regular professional staff development
 - c. Capturing and responding to customer feedback
 - C. All One Stop Centers must comply with applicable physical accessibility requirements.
- II. Barring major economic and funding changes, NS Career Center will be held to standards for job seeker and business services that build upon improvement from the previous year's performance.
- III. Performance goals will be based on
 - A. Attainment of numerical goals, including
 - 1. Placements
 - a. Wagner Peyser:
 - b. WIOA
 - c. Share customer Services
 - 2. Retention
 - a. WP
 - b. WIOA
 - c. Shared customer services
 - 3. Wages earned
 - a. WIOA
 - b. Shared customer services
 - 4. Other?
 - B. Data on number of jobs posted through the Career Center
 - a. _____
 - b. _____
 - C. Data on number of referrals to jobs posted through Career Center
 - a. _____

- D. Data on number of contacts made by Career Center to companies posting jobs
 - a. _____
- E. Attainment of more specific goals through two or three pilots to be developed by Dec. 31, 2017, with companies willing to provide additional information, so as to get a sense of the quality of referrals to job openings e.g.,
 - 1. Placements of Career Center Referrals
 - 2. In simple language, performance of Career Center placements over a period of time, e.g., exceed, meets, does not meet expectations
 - 3. Promotions
 - 4. Wage Increases
- IV. Over the course of the four-year one stop contract, the WIB will review trend data and determine goals for each succeeding year. For Year One, the Career Center will report in to the WSC in Oct., Feb., and June. Based on this experience, reports may be less or more frequent in succeeding years.
- V. The Career Center will periodically host focus groups of people retained successfully for one year with original placement companies to learn what the cause of this success is.

Annual Average Employment by Industry, 2015



14

Career Center Standards DRAFT

STANDARD	CRITERIA	ELEMENTS	MEASURE					
			0	1	2	3	4	5
Cost Effectiveness	1. Effective budget management	A budget and revenue plan that supports the approved local plan, target populations and sustainability	No budget or plan	Budget includes all funding sources but does not support staff, training and operational balance	Budget that includes all funding sources and supports staff, training and local operations	Budget that includes all funding sources and leveraged resources that support staff, training and local operations	Budget includes all funding sources and provides for contingencies	Budget with all required and leveraged resources and addresses the ability to continue self-sustainability
	2. Aligning resources with industry/occupation targets	% training related placements for total occupational training participants	Less than 30%	30%	31%-35%	36%-40%	41%-59%	60% or more
	3. Strategies to increase/leverage resources	Strategies and experience utilizing non-federal, leveraged resources	No response	Demonstrated understanding of leveraged resources	Plan to secure leveraged resources	Secured at least one source of leveraged funding	Secured resources that match annual plan	Consistently applies leveraged resources to meet workforce goals
Integrated Services	1. Experience minimizing duplication	Career Center has structure of colocation and provides access to Partner services	No response	Meets Comprehensive Center minimum requirements only		Some partner, some services at some locations (but meets minimum Career Center requirements)		All Partners, all services at all locations
	2. Coordinated service to job seekers and business		No response	Joint career planning with referral process to core partners and tracked outcomes	Experience triaging multiple partners and shared workflows, workshops, etc.		Policies in place and utilized with Partner involvement in setting procedures	
	3. Established operational procedures	Career Center demonstrates a customer flow for all customers that includes triage, initial assessment and how shared customers are referred and served			Business flow includes all elements and some Partner engagement		Business flow includes all elements, demonstrates Partner engagement and shared policy framework	
	4. Experience integrating multi-partner structure				Career Center demonstrates business flow for businesses that includes triage, initial assessment and how shared businesses are referred and served	1-2 and Mechanism in place to collect shared data		1-4 and Shared data drives decision-making
5. Effective state/local partnering m	Career Center demonstrates a plan for shared data outcomes	No response	Local MOU describes methodology for collecting and reporting on shared data					
Federal and Local Performance	1. Capacity to track, address and meet metrics/standards for federal/ state/local performance requirements	Plan will meet federal, state and local measures/dashboard Demonstrates understanding of measures/definitions (credentials, etc.)	No response	Demonstrated capacity and capability to track, address and meet federal, state and local performance requirements		Demonstrates strategies and mechanisms or techniques in place to track, address and meet federal, state and local performance requirements		1-4 and demonstrates how it drives outcomes
	2. Demonstrate understanding of measures		Compliance measured via plan vs actual for dashboard measures Demonstrates responsive outcomes for target groups Demonstrated experience using approach/process/outcomes	No response	Has met all negotiated performance goals		1-2 and Demonstrates shared outcomes across core programs	
3. Demonstrate understanding of MOSES functioning and uses								
	4. Demonstrate via experience with approach, process, evaluation							

15

Career Center Standards DRAFT

STANDARD	CRITERIA	ELEMENTS	MEASURE					
			0	1	2	3	4	5
Demand Driven	1. Demonstrate understanding of labor market, LMI data & tools	Demonstrates understanding/use of data via narrative & outcomes OSCC is responsive to the local LMI Meets Federal, state and local business measures	No response	Demonstrates need based on local LMI		Training and strategies are responsive to local LMI		Outcomes are improved based on new industry partners/employer engagement and successful grant seeking employment outcomes
	2. Meets federal/state/local criteria & metrics	Demonstrates that use of tools & data drives decisions and outcomes Demonstrates key sector investments Training offered is demand driven and refined based on need and data Identified career pathways that meet performance/dashboard measures	No response	Career Center decisions regarding strategies and approaches are driven by business data		Key sector investments and/or Career Pathways are business driven		Items 1-4 and training is continually refined by business demand
	3. Resources aligned & solutions are responsive to business need & input							
	4. Elicits job seeker/business customer feedback and responses are effective	Evidence of customer Satisfaction Effective plan implemented for Career Center/customer outreach, integration & collaboration	No response	Elicits feedback		Demonstrates use of survey to drive operations and change		Demonstrates engagement of Partners
5. Decisions & strategies are based upon defined, evaluated data & practices								
Maximizing Access for JobSeekers and Business	1. Comprehensive service via multiple access points	Continuous Review and set aside resources to evolve technology needs and access for customers	No response	A universal design that addresses access points, hours, etc., to meet the needs of jobseekers and employers		1-2 and Multiple access points and hours adjusted demonstrate flexibility and creativity		1-4 and Continuous assessment is conducted to ensure the needs of specific populations are met
	2. Success meeting priority of service mandates for designated targets							
	3. Success identifying barriers for targeted populations & implementing workable, measurable solutions	Success identifying barriers for targeted populations & implementing workable, measurable solutions Effective partner service referrals	No response	Priority of Services policy for (required) target populations and all staff are aware and trained		Specialty services and strategies for serving designated populations		Items 1-4 and Increase in training, job placement and retention of targeted populations
	4. Effective partner service referrals							
5. Knowledge of & compliance with Section 188 of WIOA								
6. Effective use of technology solutions and other available accommodations	Compliance with ADA	No response	Demonstrates knowledge of all requirements and plan in place for full compliance		Demonstrates knowledge of all requirements and plan in place for full compliance with dates and benchmarks		Fully Compliant	

Career Center Standards

DRAFT

STANDARD	CRITERIA	ELEMENTS	MEASURE				
			0	1	2	3	4
Effective Leadership and Management	1. Local OSCC leadership vision and plan reflect LWDB plan/goals/concepts/practices	Correctly cites and applies WIOA laws and regulations Meets Uniform Circular Standards Integrity demonstrated via audits and Federal/state reviews	No response	Unresolved finding(s) within the last 2 years		No unresolved findings within the last 2 years	No unresolved areas of concern or finding(s) within the last 2 years
	2. Financial integrity						
	3. Understands WIOA law/regulations						
	4. Structured/comprehensive staff development	Staff attend and complete state and locally sponsored training Continuous improvement plan in place and followed	No response	Continuous improvement plan with policy to complete mandatory training		Documented demonstrated improvements based on continuous improvement plan. All staff have attended all mandatory training and 80% of staff have completed non-mandatory training state and/or locally developed	All staff (Partner and State) are cross-trained in fundamental Career Center operations and Partner Services
	5. Understands DCS/partner systems						
	6. Data-driven decision making						
	7. Financial integrity						
	8. Standard operating procedures in place & followed						
	9. Continuous improvement plan						
	10. Leverages funding	Outreach plan in place and followed	No response	Outreach plan in place and followed		Documented results from outreach plan. Increase in targeted customer use of Career Center.	Outreach plan demonstrates increase in job orders and placements in targeted industries that address local needs
	11. Utilized demand driven model						
	12. Workable marketing plan						



Ed O'Sullivan <ed@northshorewib.com>

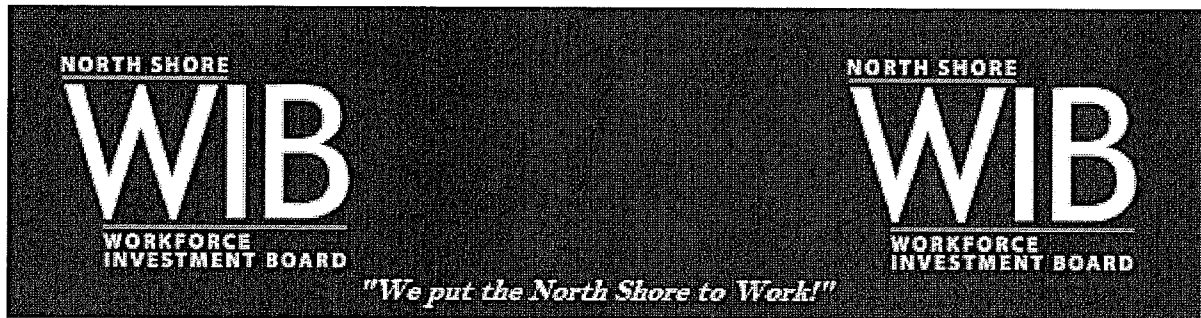
Future of Work on the North Shore

North Shore WIB <msarris@northshorewib.com>

Tue, Jun 6, 2017 at 8:30 AM

Reply-To: info@northshorewib.com

To: ed@northshorewib.com



What does the Future of Work on the North Shore look like?

Are we ready for it?

How can the region effectively prepare for what's ahead?

For the past 18 months, the North Shore Workforce Investment Board and the North Shore Alliance for Economic Development have engaged in a research and strategic planning initiative and listened to stakeholders across the North Shore about their thoughts and ideas on the Future of Work.

On Thursday, June 22nd, the North Shore Workforce Investment Board and the North Shore Alliance for Economic Development will present their findings, helping to bring focus to the challenges we might face in addressing the anticipated changing needs of the future workforce of the region.

Please join us on Thursday, June 22 from 8:00 to 10:00 in the Petrowski Room at Marsh Hall on the Central Campus at Salem State University. Doors will open at 7:00 am for networking and coffee.

Register Now to learn about our Future and participate in making it happen.



North Shore Workforce Investment Board
70 Washington Street, Suite 314
Salem, Massachusetts 01970-3520
(978) 741-3805