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Date: May 29, 2018
TO: Board of Directors
FROM: Mary Sarris
RE: **June 7, 2018** Board meeting

The North Shore Workforce Investment Board will meet on June 7, 2018 at the City of Salem offices, 98 Washington St., First Floor, Salem. Our agenda for this meeting is below.

1. Chair's Report

- MA WIB Association Annual Meeting
- Update on Northeast Regional Labor Market Blueprint
- Funding and other related information for FY2019
- MassHire update

2. Officer Elections

3. Update on NSWIB Strategic Plan –approval of committee activities (vote)

4. Continued discussion of STEM Internship activity

- a. Reaction to/Discussion of Secretary Peyser's visit
- b. NSWIB/NS Career Center Summer STEM internships for teens
- c. NSWIB/NS Career Center Summer STEM externships for teachers

5. Upcoming Meeting Schedule for FY 2018 – 8:00AM

- **Sept. 13, 2018**
- **Nov. 8, 2018**
- **January 10, 2019**
- **March 14, 2019**
- **May 9, 2019**

As always your input and leadership is needed – looking forward to seeing you all on June 7th

Mission: We put the North Shore to work

Through collaborative leadership, the North Shore WIB ensures that programming across multiple organizations and educational institutions meets evidence-based business and worker needs for highly valued skills in our very competitive labor market.

c.c.: Dave McDonald, Edward O'Sullivan, Maribeth Forbes, Maquisha Alleyne, Mark Whitmore, Will Sinatra, Kate O'Malley, Katie Crowder



BOARD REPORT

June 7, 2018

Prepared on
May 23, 2018

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**North Shore Workforce Investment Board
Meeting Minutes**

April 19, 2018

Those in attendance: Mary Zwiercan, Bob Bradford, Tracey Cahalane, John Flinn, Diane Palter Gill (for Pat Gentile), David Gravel, Marcia Griesdorf, Patrick Tutwiler and Bonnie Carr (for Cathy Latham), David Manning, Paul Mahoney, Mike McCarthy, Lauren Hubacheck (for John Keenan), Sandy Nolfi, Steve Shea, Diane Smith, Nancy Stager, Jocelyn Tibberri, Bill Tinti, and Kyle Hawkins (for Thelma Williams).

Those not in attendance: Jenae Miklowic, Brian Cranney, Tim Doggett, Tony Dunn, Steve Falvey, Laurie Giardella, Peggy Hegarty-Steck, Tom Lemons, Paula Reynolds, Laurie Roberto, Edward Tirrell, and Stan Usovicz,

Staff: Katie Crowder, Ann Marie O’Keefe, Ed O’Sullivan, Maquisha Alleyne, Christine Locke, Mark Whitmore, Kate O’Malley, and Mary Sarris.

Special Guests: Secretary of Education James Peyser, Caroline Mayo, Olivia Metcalf, and Krista Rochussen of Medtronic, Heidi Riccio and Kathleen Holman of Essex Tech, Gail Gasparich and Nate Bryant of Salem State University, Andrew Sheehan, Middleton Town Administrator, Hester Tinti-Kane of EdTechTimes, Dylan O’Sullivan of Congressman Moulton’s office, Chris Ryder, City of Peabody Chief of Staff, James Kawski of Applied Materials, Lisa Pais of Krohne, Jason Silva of Senator Lovely’s office, D.J. Napolitano of Senator Crighton’s office, Sharyn Hardy of the STEM Advisory Council, Shailah Stewart of DESE, and Alexis Lian of Executive office of Education.

The meeting begins at 8:10am.

A quorum is present.

Chair’s Report

Update of NSWIB strategic Plan

Thanks to all committee members and staff for setting goals and time frames. All draft goals and activities have been sent to the Board members with their meeting materials. The work done to refine the goals to make them fewer and more impactful is very valuable in this especially difficult labor market.

Update of Northeast Regional Labor Market Blueprint

Word was received yesterday that the Northeast Regional Plan has been fully approved by the Workforce Skills Cabinet. An announcement event is in the works. Our Regional Blueprint focuses on Manufacturing, Healthcare, and I.T. Two of these are industry sectors and the other (I.T.) crosses all industry sectors. There are several goals put forth for each focused industry, including I.T. We are working with the State on how to support these industries including trying to set up apprenticeships.

Roundtable Discussion on STEM Pipeline and STEM Internships

Nancy Stager introduced and gave a brief bio for Secretary James Peyser.

Secretary Pevser

Regional Planning - When the process began the goal was to identify the key priority industries, occupations, and sectors within the 7 super-regions across the state. The expectation was that they would

all be distinctive in each region and they are, but manufacturing, healthcare, and I.T. seem to cut across almost all regions, being identified as priority in at least 4 regions. As a result of the regional findings, the State is in the process of developing and launching statewide initiatives to support the work being done in each region. The intention is to use this information as a primary vehicle to inform the targeting of resources at the State level to make sure the state is focusing on the things that are most important to you.

Building a Human Capital Pipeline in STEM Fields

- The National Assessment of Educational Progress results show that in 2017 MA students were ranked number 1 in the country in Math and English in grades 4 & 8.
- MA has the highest percentage of people in the workforce with bachelor's degrees in the country, the only state with more than 50%.
- MA has more STEM and Computer Science degrees per capita than any other state and is ranked around #5 when it comes to Science and Engineering degrees.
- MA has the highest concentration of high tech jobs and are in the top 10 as far as the amount of high tech companies.
- MA has some of the top research Universities and Institutions not only in the country but in the world.
- MA participated in the PISA assessment in 2015 as if we were a country. The Program for International Student Assessment (PISA) is an international assessment that measures 15-year-old students' reading, mathematics, and science literacy every three years and was ranked in essentially a statistical tie for number 2 in Science.

With all these achievements, MA has a lot of work to do moving forward to maintain its strength of position. Because the economy is increasingly becoming technology driven and increasingly knowledge based we must continue to push forward because by staying in place we start falling behind.

Massachusetts has some very large and persistent achievement and attainment gaps. There are significant gaps across communities from one student sub-group to another. If this problem is not addressed the human capital pipeline will dry up quickly.

When it comes to STEM, the Administration is committed to doubling down its focus and investment in this area.

The Statewide STEM advisory council, is an advisory group tasked with guiding policy around STEM and building the STEM human capital pipeline across the state. There are three major themes or priorities identified by the STEM council. Below is a list of the 3 major themes/priorities and a summary of some of the things being done to address them.

1. Ensure all students are getting the foundational knowledge and skills they need in STEM fields in their K-12 experience.
 - a. Moving to bring Computer Science into the core curriculum by developing and launching the first digital literacy and computer science frameworks, setting new standards and certification for computer science teachers, and bringing computer science into MASS Core which is the college prep curriculum that sets minimum standards for admission into any 4 year higher education institution.
 - b. Investing in the expansion of Project Lead the Way, a project oriented science curriculum that touches engineering, bio-medical, and computer science.
 - c. In the process of developing alternative math pathways that stretch from high school to higher education. This could minimize barriers of students going into particular STEM fields by eliminating the need for math classes that may not pertain to their intended course of study. (example: not all pathways go through calculus)

2. Developing high quality focused STEM pathways that cut across both K-12 and higher education in order to provide a vehicle and a course of study for those students interested in going deeper in STEM fields.
 - a. Invested over \$40 million in Vocational Technical Schools to upgrade equipment through the Skills Capital Grant and have asked for authorization for an additional \$70 million over the next five years. The purpose of the grants is to not only to bring the equipment and programs in the Voc. Tech schools up to current industry standards but to encourage greater collaboration between the Voc. Tech. schools and the community colleges and their counterparts in the comprehensive school districts.
 - b. Creating Innovation Pathways - career oriented courses of study for students to follow during grades 9-12 that will provide them with the kinds of learning experiences in their coursework and also in work-based learning experiences and career exploration.
 - c. Early college initiative - A coherent course of study from 9-12 grades that focuses specifically on ensuring students of underrepresented communities are provided with experiences and course work that not only prepares them for college but gives them tools to succeed in college by earning up to a semester worth of college credits during high school.
3. Providing post-secondary experiences and opportunities for adult learners to give them a chance to advance their careers as well as give them an on-ramp to STEM fields if they haven't had the preparation beforehand.
 - a. Apprenticeships - broaden apprenticeships beyond building trades
 - b. Vocational Institutes - collaborations with vocational high schools, community colleges, and employers to open access to vocational schools at night to provide adult learners with programs that provide college credits that can be articulated into 4-year degrees.
 - c. Re-bidding for adult basic education contract - putting greater emphasis on not only Hi-Set/GED or ESOL instruction, but on tying that instruction to career advancement.
 - d. The Governor has proposed a \$7 million increase in funding for Community College students - provide funding beyond PELL eligibility for both full and part time students to ensure the entire unmet need is fully funded through all available funding sources with respect to tuition and fees.

Also important to the human capital pipeline are employer partnerships to provide a greater knowledge of STEM careers through internships (student and teacher) in order to tie real world experience to classroom work.

NSWIB Internship experiences

Medtronic - Caroline Mayo, Krista Rochussen, and Olivia Metcalf

Medtronic is a global medical device company that has been providing a STEM internships for female high school students since 2015. The students work at Medtronic for 3 hours a week for their entire senior year. At the beginning of the program, the interns learn about all different aspects of the company from engineers in the company. The girls are then split into 3 groups and given a project to work on throughout the year that is presented to senior leadership and others at the end of the program. At the end of the program one student is given a \$1,000 scholarship. The programs was started by an engineer after seeing how much her sister learned from a similar program. The program provides a pipeline for Medtronic as many of the girls come back as college interns and also provides young engineers working with the company with leadership and project management skills.

Partners Healthcare - Mary Zwiercan

Partners' program is a collaboration with two voc. schools, Lynn Tech and Essex Tech. It was started about 5 years ago for CNAs. There is a shortage in the CNA position, which is no longer a career position but an entry level position. The program takes high school seniors in a co-op role. The students work for one week in North Shore Medical Center in a paid position and then go back to class the following week. Many students in the program go on to nursing programs and will continue to work at

NSMC per-diem during school breaks and summer vacations. Others going to school locally are able to be given a schedule and work nights and weekends while attending college. The nursing staff loves mentoring the students.

Questions and Comments

Bill Tinti - Bill commended the Secretary for the idea that the workplace must be in the K-12 schools. He mentioned the need for teacher externships and the importance of getting teachers in the workplace so they can bring their workplace experience back to the classroom and share that experience and knowledge with hundreds of students.

Shailah Stewart - Shailah spoke about a current initiative recruiting teachers in all 16 regions for summer internships within companies.

Mary Sarris - Many companies around the table have participated in our one-day teacher internships and find it to be an amazing experience for both the teachers and the companies. Though one day is not enough. The goal is to expand the program to a longer timeframe.

John Flinn - A barrier to some companies taking on student interns is having someone under 18 on the manufacturing floor due to insurance issues.

James Kawski - High school internships pose a particular problem with a company like Applied Materials because a lot of work done requires a significant amount of understanding and learning before you become effective. A lot of engineers interested in this type of program find it difficult to participate because of the amount of worldwide travel required of them. The one day internship is doable. James also mentioned a non-profit organization he was once involved in where engineers go into 6th grade classrooms to share their experiences and the work they do. He thought it would be a great program to implement in this area.

Shailah Stewart - As far as liability issues, there was an amendment to MA workers compensation law that deems any student in the workplace through classroom participation is considered an employee of the company. There is a F.A.Q. sheet for companies being finalized through the legal department that will be released soon and will hopefully clear up some issues surrounding liability and safety laws. Also, co-ops have an exception to child labor laws because of staff supervision.

Heidi Riccio - Workman's comp and child labor laws are outdated and need to be revised. (Someone under 18 can't use a bakery mixer but can operate a cnc machine) Transportation can be a barrier for students who need it most to participate in co-ops and internships.

James Kawski - It is important to provide funding to non-profit organizations that mentor and tutor students that may otherwise enter the workforce woefully unprepared.

Nancy Stager - ESOL is incredibly important. It is necessary for adult learners to be able to read and write in English before entering the workplace.

Minutes

T. Cahalane - moved to approve the minutes of the January 9, 2018 meeting. B. Tinti seconded the motion. All members in attendance voted to approve the minutes. No members in attendance opposed.

Adjournment

T. Cahalane moved to adjourn the meeting at 9:27 am. B. Tinti seconded the motion. All members in attendance voted to adjourn the meeting. No member opposed.

The meeting concluded at 9:27 am.

The next meeting will be Thursday, June 7, 2018 at 8:00am.

The meeting schedule for FY 2019 has not been set and will be issued at the next meeting.

Respectfully submitted by Maquisha Alleyne.

CAREER CENTER OVERVIEW

Youth Career Center ¹	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/18	Actual
New Customers	92	45	528	543	268
Total Customers	485	102	2,257	1,220	765

North Shore One-Stop Total ²	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/18	Actual
New Customers	509	458	4,294	5,496	4,079
Total Customers	1,331	604	6,449	7,280	6,314

One-Stop Placements	Q1	Q2	Q3	Q4
FY18	0/0*	2,023/62%		

*Placement data was not reported by the state for the 1Q FY18

Job Seeker Satisfaction

System-Wide (n = 96)	Excellent	Good	Fair	Poor	No Response
Were you satisfied with the results of your visit?	65 (68%)	21 (22%)	3 (3%)	7 (7%)	0 (0%)

Employer

System-Wide(n =)	Excellent	Good	Fair	Poor
Overall satisfaction with Career Center services.	1 (50%)	1 (50%)	0 (0%)	0 (0%)

Employer Services

	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/17	Actual
New Employer Accounts	76	75	823	900	954
Total Employers Served	140	158	1,187	1,900	1,537
Number of Employers Listing Job Orders	20	54	345	650	458

¹ Youth Career Center New Customer is an unduplicated count while total customers is a count of customers each time a youth received a service. Please note that March 17 total is an unduplicated count.

² North Shore One-Stop New & Total Customers is an unduplicated count of customers who received a service from the either the Salem Hub or an Access Point.

ACCESS POINT OVERVIEW

Salem – The Hub	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/18	Actual
New Customers	379	336	3357	4026	3269
Total Customers	1077	459	5231	5,512	5127

Gloucester -AP	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/18	Actual
New Customers	75	38	610	452	350
Total Customers	155	53	874	637	586

NSCC – AP	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/18	Actual
New Customers	126	60	1261	718	598
Total Customers	238	71	1523	852	208

Family Success Center-AP	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/18	Actual
New Customers	0	16	7	193	207
Total Customers	22	15	39	178	162

Peabody Institute -AP	March, 18		Actual YTD		March, 17 YTD
	Actual	Plan	YTD	Plan thru 6/30/18	Actual
New Customers	0	9	64	106	84
Total Customers	0	8	66	100	87

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

	YTD Actual	Planned Thru End of Grant	March, 17 YTD
Adult	49	109	64
Dislocated Worker	169	174	188

Overall WIOA Placement

	YTD Actual	Planned Thru End of Grant	March, 17 YTD
Adult	10	53	22
Dislocated Worker	38	86	48

Preferred Vendor Performance (top 6 vendors in terms of enrollments)

Vendor	Number Served	Placement Rate	Average Wage	Number Served in FY 17
North Shore CC	42	100%	24.85	48
William George	13	100%	39.01	10
Salem State University	10	100%	18.50	15
New Horizons – Boston	7	100%	43.13	6
American Red Cross	5	100%	16.25	6
New England Tractor Trailer	5	100%	18.10	12

YOUTH DIVISION

Workforce Investment Act Programs

Vendor	Number Served	Number Exited	Number placed/Average Wage	Number Served in FY 17
Action, Inc.	12	3	1/11.00	24
Catholic Charities	35	7	3/12.17	40
Girls, Inc.*	5*	0	NA	17
North Shore CDC	5	1	1/11.00	6

*Girls Inc. – a decision was made to backdate 7 of the 12 Youth carried into FY 18 due to the Measureable Skill Gain performance issue.

	Goal	Actual
Student Work and Learning Experiences	375	428

Youth Career Center (YCC) staff continued working with staff at Beverly, Essex Technical, Lynn Vocational Technical Institute, Marblehead, Peabody, Salem and Saugus High Schools, as well as Peabody Learning Academy, Higgins Middle School-Peabody, North Shore Consortium, New Liberty Charter School and Salem Prep-two alternative schools in Salem.

YCC staff facilitated Career Awareness and Career Exploration workshops to assist students with year-round work readiness development and job search activities. Approximately 40 workshops were held on location at schools. In addition, planning meetings and recruitment efforts for job fairs were also conducted. Office hours were held weekly at Beverly High, Peabody and Salem High during February & March.

YCC staff arranged and co-facilitated a tour of the Salem Career Center for a group of students from both Beverly High and North Shore Consortium. These 18-22 year old enrolled students transitioning out of school so we partner with the schools to assist with providing awareness of the services available at the Career Center.

High School Career Fairs: The planning, outreach, preparation and coordination of the April Career Fair at Lynn Vocational Technical Institute continued during February and March. This is the seventh year of our partnership with the school. Some 300 juniors and seniors attended workshops facilitated by the YCC staff to prepare to meet with some 70 businesses at the fair to discuss career paths and work experience opportunities.

Staff hosted a booth at the Salem High Regional Transitional fair in March and were scheduled to participate in three other school fairs (Essex Tech, Lynn English & Classical), however the inclement March weather caused both cancelations and rescheduling to April.

We continue to work with employers on the new, shorter version of the WBLP this year.

Professional Development:

- Staff attended CA Leadership Conference in February.
- State Connecting Activities Staff provided systems training to the WIB/YCC staff. This session provided initial training for our two new hires as well as a refresher for others.
- Ongoing participation at community meetings for Lynn Continuum of Care-Youth Subcommittee, Shannon Steering Committee, Safe & Successful Youth Initiative (SSYI), Salem Public Schools Collaborative and Youth Pipeline.
- YCC Coordinator facilitated in partnership with Mass Mentoring, a staff training on Developing and Empowering Youth/Adult relationships.
- Staff continued professional development workshops to not only improve individual skills, but also to observe other facilitation styles and review 'adult curriculum' and look to adapt to the youth population on subjects such as Interviewing Skills and Resume Writing.
- Met with Plummer Youth Promise staff in Salem to discuss students in attendances and their career interests in jobs and training. Reviewed Career Center services available at both the Lynn and Salem locations.
- Participated as steering committee member at the Salem High School CTE redesign meetings.

Employer Outreach:

YCC Staff met with several businesses to discuss opportunities for youth for after school jobs as well as internships during the school day. Outreach included:

- Beverly: A&B Burger, Burger King, Designer Bath, Domino Pizza, Family Dollar, MicroLine Surgical, Papa Gino's, Sam's Laundry, Subway, Three Starr Pizza, and YMCA
- Danvers: Herb Chambers Jeep/Chevrolet, Kelly Honda, TJ Maxx, Walmart
- Lynn: American Furniture, Century Bank, City of Lynn, Kelly Honda, Lynn YMCA, Metro Credit Union
- Salem: Flatbread Pizza, Hawthorne Hotel, Honey Dew, Salem Cycles, Salem Five, Tavern in the Square, Ugly Mug, Waterfront Hotel
- Saugus: Friendly's, Fuddruckers, Lowes, Sketchers, York Ford

YCC staff collaborated with Partners Health Care to create a year-round jobs program. The team created an application which included an essay as to why student wants to work in health care, a letter of recommendation and current report card. YCC staff recruited high school students who then interviewed with Partners Healthcare in December; four youth were selected to work at North Shore Medical Center-Salem as part of a new internship initiative. Youth began working in February in the following departments: nursing, environmental services, housekeeping and dietary. This has been developed through our long-standing relationship with Partners and several years of a successful summer jobs program.

Business and school participation in our newly awarded Grant to Increase STEM Internships for high school students has increased during February and March, with much promise moving into and through the summer months. This grant is focused on to increasing paid internships for high school students interested in STEM fields. Outreach to North Shore High Schools has been successful and several schools and companies have agreed to participate in some form whether it be paid internships during the school year and/or summer, tours to businesses and/or career speakers.

The first of two Amp-it Up Teacher Professional Development sessions was held in March. This year seven teachers are participating from Lynn Classical, Salem, and Danvers High Schools. Teachers will visit Microline Surgical, Medtronic, General Electric, and MA Dept. of Environmental Protection.

Our partnership with Medtronic "Women in Engineering" has continued for the third year, with nine female students working internships from September to May three hours a week. Recruitment has begun for the 2018-2019 school year.

As the need of Information Technology trained specialists increases, the North Shore WIB/Youth Career Center have partnered with North Shore Community College in creating a nine-week Help Desk Certification Program. Recruitment of High School graduates was initiated in March for the eight candidates which required submission of an application and an interview. The program will launch April 23rd at the Lynn Campus and the curriculum includes coursework in CompTIA IT Fundamentals, CyberSafe, HelpDesk Support, as well as professional skills, with focus on Customer Service, Resume Writing, Job Search and Interviewing.

Budget-Actual Summary by Expense Category
As of March 31, 2018

	Budget	Actual	Obligations	\$ Remaining	%Rem.
<u>REVENUE</u>					
Current Year Grants	\$3,516,429	\$1,706,610	-	\$1,809,818	51.5%
Current Year Income	137,250	137,250	-	0	0.0%
Prior Year Carry-in	2,583,826	1,738,831	-	844,995	32.7%
Total Revenue	\$ 6,237,505	\$3,582,692	-	\$2,654,813	42.6%
<u>EXPENSES + OBLIGATIONS</u>					
<u>Admin Expenses</u>					
Personnel	\$267,153	\$180,814	-	\$86,339	32.3%
Expenses	92,065	48,456	-	43,609	47.4%
Total Admin Expenses	\$ 359,218	\$229,270	-	\$129,948	36.2%
<u>Program Expenses</u>					
Personnel	1,776,919	\$1,103,434	11,671	661,814	37.2%
Individual Training					
Accounts	668,200	285,148	204,948	178,104	26.7%
Supportive Services	204,435	82,356	67,358	54,721	26.8%
Youth Jobs	406,809	390,990	0	15,819	3.9%
Other Training	871,432	360,017	397,770	113,645	13.0%
Other Program Costs	395,686	256,341	9,215	130,129	32.9%
Business Services Costs	102,504	53,509	-	48,995	47.8%
Total Program Expenses	\$4,425,985	\$2,531,795	\$690,962	\$1,203,228	27.2%
Total Expenses & Obligations	\$4,785,203	\$2,761,065	\$690,962	\$1,333,176	27.9%
Planned Carry-Out	\$1,452,302				

Budget-Actual Summary by Program
As of March 31, 2018

Program Name	FY Budget	FYTD Spent + Obligated	Amount Remaining	Percent Remaining
<u>Federal Funds</u>				
Emergency Unemployment Comp. - REA: FY13	10,107	10,107	0	0.0%
NAMC Apprenticeship Grant –	322,917	175,330	147,586	45.7%
NAMC Apprenticeship Expansion	324,000	222,844	101,156	31.2%
Rapid Response – State Staff, FY18	13,991	13,991	0	0.0%
Re-employment Eligibility Assessments, FY18	55,426	55,426	0	0.0%
Regional Planning – FY 18	45,000	45,000	0	0.0%
Talent Connect – FY 17	13,242	10,483	2,759	20.8%
Trade Adjustment Assistance Case Management, FY17	50,717	23,017	27,700	54.6%
Trade Adjustment Assistance Case Management, FY18	21,951	0	21,951	100.0%
UI Walk-in, FY18	10,000	10,000	0	0.0%
Vets: Disabled Veterans Outreach Program, FY18	28,712	0	28,712	100.0%
Wagner Peyser ES 90%, FY17	20,491	20,491	0	0.0%
Wagner Peyser ES 90%, FY18	14,902	0	14,902	100.0%
Wagner Peyser ES, 10% FY18	45,711	45,711	0	0.0%
WIOA Formula Funds: Adults	795,165	510,245	284,920	35.8%
WIOA Formula Funds: Dislocated Workers	684,951	487,831	197,120	28.8%
WIOA Formula Funds: Youth	578,571	469,960	108,611	18.8%
WIA/WIOA Formula Funds: Administration	167,145	126,612	40,533	24.3%
<i>Total Federal Funds</i>	<i>\$3,202,999</i>	<i>\$2,227,048</i>	<i>\$975,951</i>	<i>30.5%</i>

Budget-Actual Summary by Program
As of March 31, 2018

Program Name	FY Budget	FYTD Spent + Obligated	Amount Remaining	Percent Remaining
<i>State & Local Funds</i>				
Amp it up FY 17	6,666	6,666	0	0.0%
Amp it up FY 18	10,000	3,897	6,103	61.0%
DCS – Jobs for Veterans State Grant	8,500	8,500	0	0.0%
DESE: Adult Career Pathways, Program 541, FY18	146,494	143,777	2,717	1.9%
DESE: Connecting Activities, FY18	112,057	57,900	54,157	48.3%
DTA FY18 Competitive Integrated Employment Services	155,801	77,611	78,190	50.2%
DTA FY 18 – Training	51,583	34,649	16,934	32.8%
EOHED FY 18	53,456	23,780	29,676	55.5%
Retention Grant FY 17	16,400	16,021	379	2.3%
Retention Grant FY18	40,000	4,530	34,470	88.7%
ROCA – FY 18	14,400	9,346	5,054	35.1%
State One-Stop Career Centers, FY18	232,196	190,719	41,477	17.9%
STEM Focused Internships FY 18	40,000	16,127	23,873	59.7%
Tech Hire FY 17	85,318	82,400	2,918	3.4%
WIOA Partner FY 18	18,652	6,268	12,384	66.4%
Workforce Training Fund: WIB Support, FY18	95,000	66,434	28,566	30.1%
YouthWorks – Summer 2017	495,682	476,353	19,329	3.9%
<i>Total State Funds</i>	<i>\$1,582,205</i>	<i>\$1,224,979</i>	<i>\$357,226</i>	<i>22.6%</i>
TOTAL FUNDS	\$4,785,203	\$3,452,027	\$1,333,176	27.9%



North Shore Workforce Investment Board
Officer Elections
FY 2019

Below is a list of the nominated members and the positions for which they are nominated.

Elections will take place at the June 7, 2018 NSWIB meeting.

8:00am

98 Washington Street, Salem, MA 01970

Nancy Stager	Chair
Tracey Cahalane	Vice Chair
Laurie Giardella	Treasurer
John Flinn	Clerk

WORKFORCE SYSTEMS COMMITTEE GOALS AND OBJECTIVES 2018 - 2020

GOAL 1: THE NORTH SHORE WIB WILL IMPROVE AND ENHANCE THE WORKFORCE SYSTEM (INCLUDING THE NORTH SHORE CAREER CENTER AS WELL AS WIOA AND OTHER PARTNERS) TO RESPOND TO CURRENT AND FUTURE DEMAND AND SUPPLY CHALLENGES ON THE NORTH SHORE AND WITHIN THE NORTHEAST REGION.

MAJOR THEMES FOR FY2018

- One Stop Contract and Performance of the North Shore Career Center
- Translating ‘Future of Work’ and Labor Market Information for all stakeholders
- New and Targeted Funding
- Helping Priority Populations
- WIOA Partners and Memorandum of Understanding
- Advocating/Addressing Economic Development
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Objective #1: The North Shore WIB will build upon the capacity of the North Shore Workforce System as led by the North Shore Career Center to respond to labor market needs by implementing and fulfilling the requirements of the Career Center contract, including the WIOA Partner MOU.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Monitor and oversee the One-Stop Contract and Certification Process	2018-2020	<p>Quarterly review of WIOA and local standards and goals set in Career Center Contract, including: Cost Effectiveness, Integrated Services, Federal and Local Performance, Demand Driven, Access for Job Seekers and Business, Leadership and Management. Meeting a minimum score of 3 or higher in all of these categories.</p> <p>Document services and cost sharing among WIOA Partners and evaluate its impact in relation to the ability to serve, train and place shared customers into quality jobs with career potential, as indicated in the WIOA Partner MOU</p>

Objective #2: Increase coordination and collaboration with educational, human service and government organizations (including WIOA mandated partners) to increase understanding and expertise in relation to serving the business customer and on placing all job seekers into critical vacancies in the region.

Develop/expand recruitment efforts in partnership with companies, e.g., company tours for career center and partner staff	2018-2020	6 company tours for Career Center and WIOA partner staff. Develop company tour opportunities for Career Center customers, including shared customers.
Incorporate and market Apprenticeships and other related business services in collaboration with WIOA Partners in region	2018-2019 2018 2018-2019	Documented Apprenticeships and related services within the region. Document results of pilot business project (as outlined in Career Center Contract) and share learnings with WIOA Partners. Provide training for Career Center and WIOA Partner Staff on the Future of Work results and how to use this in with job seeker and company customers.
Develop framework for ‘Career Coaching’ model for individuals that can be shared amongst partner agency’s	2019	Model is in place and being utilized with Career Center staff/WIOA Partners.

Other research efforts

In coordination with WIOA Partners, research how best to determine and develop Learning Skills and Technology Fluency in job seeker customers
Learn about the training capacity and culture within companies that we serve, e.g., companies that have training staff, use consultants, etc. so we can understand where and how workers are continually learning on the North Shore
Develop tools to communicate details of the FOW study to Career Center staff, job seeker and business customers, etc. in an efficient and effective manner
Study how companies are hiring staff in this tight economy
Develop method for companies to refer unsuccessful candidates to the career center
Shared customer data is documented and validated on a regular basis with all WIOA partners

SKILLS COMMITTEE GOALS AND OBJECTIVES 2018 - 2020

GOAL 3: The North Shore WIB will strategically utilize resources (increasing LMI and financial) to fully engage the business sector and Educators (both K-12 and Adult) to better align skills that exist between workers and employers.

MAJOR THEMES FOR FY2018

- Analyze and document academic skills necessary to be successful in post-secondary environment
- Use performance data for more discussion and promote future research and program enhancements
- Seek out private grant funds for regional/intra-agency programs
- Career Pathway development and translation for staff of all partner agencies

Objective #1: Collaborate with educational and training partners to increase (leverage) available resources and align policies, training program certificates/degrees so that employer and worker needs are met.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Research and examine skill sets of the unemployed and underemployed and disseminate findings to partners and state officials in an effort to determine challenges behind finding success in today's economy	2018-2019	Report documented for WIOA partners and state officials. Recommendations in place for training options and skill development for unemployed and underemployed.

Objective #2: Facilitate alignment of education, training, workforce and economic development activities so that employer and worker needs are met through LMI and other research-based facts and data.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Document the causes of unemployment and outline models that have been successful to help people overcome the barrier of unemployment through training and other means.	2018-2019	<p>Documented research and issue recommendations for the NSWIB and WIOA partners to consider when evaluating training programs and case management/coaching models.</p> <p>-Work with training providers to develop new programs OR to modify existing program based on results of survey.</p>

Other research efforts

<p>On the NSWIB website have documented career pathways for all critical and emerging industries documented along with examples of job opening and skills needed to successfully move along career pathways.</p> <p>-Work with Partner organizations to develop responses to non-workforce issues (e.g. day care, family issues etc.)</p>
<p>Research and document successful models (i.e. Employment Express and others) of transportation (in particular for at-risk populations). Select 1 or 2 areas for workforce partners to address, educate and replicate in our region.</p>

YOUTH PIPELINE COMMITTEE GOALS AND OBJECTIVES 2018 - 2020

GOAL 2: The North Shore WIB will enhance the career exploration and career pathway development on the North Shore by integrating and aligning education, training and employment programs, with increased input from local employers

MAJOR THEMES FOR FY2018

- Labor Market Information/Career Pathway information for young adults
- STEM- Externships, Internships and Career Exploration
- Creating opportunities for ALL youth (In-School, Out of School, ELL, WIOA, etc.)
- Coordinated information sharing-new opportunities, challenges, successes, etc.
- Increasing successful performance outcomes in all programs

Objective #1: Expand connections between secondary schools, vocational education, WIOA training vendors, workforce development and employer partners.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Work with Connecting Activities network, WIOA youth training providers and employer partners to include employers in meetings/discussions with youth	2018-2020	Arrange Career speakers, Job fairs, and company tours for students (minimum 6 events) Continue to expand Amp It Up teacher externships within our region. Support Early College efforts with local school districts that promote Career Pathways.

Objective #2: Increase number of work-based connections for students and teachers of in school youth and young adults (including out of school youth) that strengthen understanding for career and college requirements.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Enhance work experience opportunities for out of school WIOA youth (in particular in the areas beyond summer employment that include: internships, apprenticeships, OJT's etc.)	2018-2020	<ol style="list-style-type: none"> 1. WIOA Goals exceeded for out of school Youth Work Experience 2. Develop and pilot an IT training program for out of school youth 3. Outreach to a minimum of 15 employers in STEM to determine interest/capacity to hire high school interns – increase high school STEM internships to 50 in FY18 and 65 in FY 19 4. Create and share sample job descriptions for all internships with the general public, with youth service organizations, and with employers 5. Continue to support YouthBuild with YPC serving as Steering Committee

Other efforts

Continue to provide easy-to-understand Labor Market Information and career pathway information to young adults
Share information between school partners and employers
Share success stories of past events in WIB newsletter
Research and develop innovative ways to serve more youth with limited resources.

PARTNERSHIP COMMITTEE GOALS AND OBJECTIVES 2018 - 2020

GOAL 4: THE NORTH SHORE WIB WILL INCREASE, STRENGTHEN AND STRATEGICALLY ALIGN RELATIONSHIPS WITH FEDERAL, STATE AND LOCAL PARTNERS/STAKEHOLDERS.

MAJOR THEMES FOR FY2018

- Support Board Member Development and knowledge of greater workforce system
- Public Awareness Campaign that outlines “priority areas” of the NSWIB
- Consistent Marketing effort
- Involvement in 4 to 5 “partnerships” that can be leveraged with many initiatives across the region

Objective #1: To educate and increase the knowledge and awareness of NSWIB members so that they can understand and disseminate the work of the NSWIB

Activity:	Timeframe:	Benchmarks/Indicators of Success
Develop and use a better Board Report format that puts data in context with services provided	2018	Sample format put into place and board feedback is gathered during March and May 2018 meetings. New Format is put into place for September 2018 meeting.

Objective #2: To increase and systematically use quality social media outlets to inform staff, board members, as well as multiple workforce system stakeholders.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Hire a marketing intern part time	2018 2018 2019	Draft Job Description complete (recruited from local area colleges/universities) Intern Hired Evaluate Intern effectiveness and added value for future
Focus on four major partnerships, keeping the Partnership Committee informed of, and overseeing activities within these Partnerships, including	2018-2020	
<p>1. WIOA Partners, focusing on populations under-represented in the labor market</p> <p>i. Goal – meet shared customer goals set for 2018 and beyond</p> <p>ii. Goal – in 2018 report on 10 shared customers placed in jobs as example of how the partnership is working</p>	2018-2020	<p>-Schedule routine meetings and communications</p> <p>-Collect data on Partners quarterly</p> <p>-Evaluate connections fostered by Partnerships</p> <p>-Report to Board quarterly on status of Partnership</p>

<p>2. Career Technical Education Partnership, ensuring full labor market communications with these organizations and directing educational resources in the direction or priority and critical industries and occupations</p> <p>i. Goal – provide committee with new programs requested and how they fit or do not fit with priority and critical industries/occupations</p> <p>ii. Goal – increase the number of young people interested in these industries and occupations (in partnership with Youth Pipeline Committee)</p>		<ul style="list-style-type: none"> -Schedule routine meetings and communications -Collect data on Partners quarterly -Evaluate connections fostered by Partnerships -Periodically Report to the Youth Pipeline Committee -Report to Board quarterly on status of Partnership
<p>3. Local Elected Officials Partnerships, ensuring that they are informed on a periodic basis of NSWIB activity in general and in their specific locality</p> <p>i. Goal – communicate bi-monthly via newsletter with information on WIB activity with region-wide and localized data relevant to local leaders</p>		<ul style="list-style-type: none"> -Schedule routine meetings and communications -Attend at least one North of Boston Mayor/Town Manager Meeting – MAPC annually -Evaluate connections fostered by Partnerships -Report to Board quarterly on status of Partnership

<p>ii. Goal – Provide data (annually) to cities and towns on customers in their areas.</p>		
<p>Regional Planning Partnership, ensuring that the goals and strategies of this work continues (and adds value to local area strategic plan) over the course of the next four years</p> <p>i. Goal – market the regional plan across multiple stakeholders</p> <p>ii. Goal – update committee on progress toward making plan goals for both regional work as well as local strategic plan.</p> <p>iii. Advocate for financial support from the State and other sources to support the activities outlined in this Plan</p>		<ul style="list-style-type: none"> -Schedule routine meetings and communications -Collect data on Partners quarterly -Evaluate connections fostered by Partnerships -Report to Board quarterly on status of Partnership

Other research efforts

<p>Consistently train current staff on effective use of social media</p>
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Schedule and format for Board Meeting is adjusted to allow for report out at board meetings. At minimum each sub-committee would report out annually.