



NORTH SHORE WORKFORCE BOARD

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DATE: 3/3/2026
TO: Board of Directors
FROM: Ed O'Sullivan
RE: March 12, 2026, Board Meeting

The North Shore Workforce Board will meet via Zoom on March 12, 2026, from 8 to 9 AM. The connection information is below and our agenda follows:

Join Zoom Meeting

<https://us06web.zoom.us/j/83245690011?pwd=gMCyzxyn89RmwBiPQQ3DSMnZbrqNaD.1>

Meeting ID: 832 4569 0011

Passcode: 251453

One tap mobile

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AGENDA

1. Chair's Report
 - A. WIOA Funding Update
 - B. Youth Pilot Summer Jobs Program
 - C. ESOL Pre-Pilot (Pathways Program) and Eastern Bank Foundation Funding and Programming
 - D. Annual Massachusetts Workforce Board Association Meeting: April 9th and 10th
 - E. Brief LMI
2. MassHire Bylaws (Approval and VOTE)
3. Welcome New Board Member
Margaret Brennan, President & CEO, North Shore Community Health Center Inc.
4. CTI Programming (Guest Speakers)
 - A. Salem
 - B. Lynn
 - C. Essex Tech
5. Program Updates
 - A. Mass Broadband Initiative Digital Literacy Project
 - B. AMTEP
 - C. Pre-apprentice/Clean Energy
 - D. Healthcare HUB
6. Upcoming Meeting Schedule for FY 2026
June 11, 2026, hybrid meeting (change from May 14, 2026)

Mission: MHNS embraces innovative and flexible workforce development strategies that are equitable and effective to enable our future of work—ensuring a successful business climate and livable wage jobs/career pathways for all.



NORTH SHORE WORKFORCE BOARD

BOARD REPORT

March 12, 2026

Prepared on
February 27, 2026

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**MassHire-North Shore Workforce Board of Directors
Meeting Minutes: January 8, 2026, Board Meeting**

Directors Attending: Justin Anshewitz, Molly Cohen, Tom Daniel, John Flinn, Deb Gaudet (for Diane Smith), Cecilia Gray, Emily Hayden, Bill Heineman, Lisa LaPorte-Pais, Joy Livramento-Bryant, Paul Mahoney, Dave Manning, Neal Roderick, Tom Sands, Lisa Berube (for Heidi Riccio), Steve Shea, Josh Shepherd, Danya Smith, Joe St. Pierre, Stephen Zrike

Others attending: Cole Angley (Massachusetts Workforce Association), Shannon Gardner (Lynn Public Schools), Rep. Sally Kerans (13th Essex District), Robert McCarthy (Sen. Lovely's Office, 2nd Essex District), Teri McDonough (City of Salem), Jennifer James Price (North Shore Community College)

Directors Not Attending: Charlie Anastos, Karen Andreas, Jay Daley, Meaghen Hamill, John Keenan, James LeBlanc, Laurie Roberto, Kara Sittig, Bill Tinti

Staff Attending: Eliud Alcalá, Katie Crowder, Cheryl Dick, Sandra Efstratiou, Marcia Griesdorf, Kari Heen, Ed O'Sullivan, Maranda Smith

The meeting format was virtual via Zoom.

A quorum was present with 20 members represented.

The meeting began at 8:01 AM.

The November 13th WB meeting minutes were approved with a motion from Danye Smith, seconded by Tom Sands. All in favor, none opposed.

Warm-up: Top Workforce Development Themes for 2026 (as generated by ChatGPT) [Ed O'Sullivan]

1. **Skills-based hiring:** focus on skills, credentials, and experience—not just degrees
2. **Continuous reskilling:** ongoing learning and career mobility as the new norm
3. **Human skills & leadership:** strong supervisors, communication, adaptability, judgment
4. **Skilled trades & essential sector labor shortages:** construction, healthcare, manufacturing, energy, childcare
5. **AI integration & literacy** (*ChatGPT noted as “last but foundational”*): practical use of AI to support work (not replace people)

CHAIR'S REPORT

(Presented jointly by Lisa LaPorte-Pais, Chair, and Ed O'Sullivan, Executive Director)

[A PowerPoint presentation is on file with highlights included below. Attendee comments are paraphrased.]

- **Board Meeting Structure (potential change to 4 meetings per year) and [Related] Updating of Bylaws [Lisa LaPorte Pais]**
 - As mentioned at our November 13th meeting, the Executive Committee is considering the possibility of changing our board meeting schedule from 5 to 4 meetings a year to help us focus more on subcommittee work with subcommittees then reporting to the board.

- This change would also result in an annual June meeting which would be particularly beneficial since we usually have our funding allocations in April or May.
- The proposed meeting schedule will be presented formally to the board during our March meeting and will become official during our June 11th meeting (rescheduled from May 14th) which is expected to be in person at the Salem City Hall Annex (with a hybrid option available) starting at 8:30 AM with networking beforehand.
- **MassHire Spirit Award:** recognizes exceptional innovations and workforce service delivery programming that supports the mission of MassHire **[Lisa LaPorte-Pais]**
 - Eliud Alcalá, Career Center Deputy Director, was the recipient/winner of the MassHire Spirit Award. It was great to be together with the MassHire North Shore team along with other MassHire teams for the award presentation at the statehouse in the Hall of Flags on November 19th. We are so excited for Eliud!
 - The Lt. Governor spoke and Secretary of Labor Lauren Jones presented the award. Sen. Joan Lovely was present along with Rep. Manny Cruz (Salem) and Rep. Sean Reid (Lynn), all who congratulated Eliud.
 - It was great to recognize Eliud and all his hard work, dedication, and reflection of MHNS values and our goal to elevate the standards of our MassHire team to help with compassion and positive outcomes for our customers (both job seekers and companies).
 - *Ed O'Sullivan to Bob McCarthy:* please pass along our thanks to Sen. Lovely, Bob.
 - *Bob McCarthy:* the award is well-deserved.... Eliud is one of the best!
- **ESOL Occupational Skills Class (Pilot) [Lisa LaPorte-Pais]**
 - We have been invited to submit a proposal for pilot ESOL program to Eastern Bank Foundation within the next 2 months.
 - If awarded, funding will support contextualized ESOL programming for several cohorts of 10 to 20 participants each to prepare English language learners for our training programs in HVAC, Manufacturing, Clean Energy, and other trades. Students will learn critical terminology and phrases to help them succeed while in training and to boost their confidence when entering the labor force.
 - We are proposing to offer ESOL training 3x per week prior to training and 2x per week during training with the understanding that as a pilot program, adjustments will be made to ensure customer success.
 - Proposed partners include Essex County Community Foundation (ECCF), Pathways Inc., North Shore Community Action Program (NSCAP), and others.
- **Gateway Cities Learning Community Pilot [Lisa LaPorte-Pais]**
 - At a December 9th kickoff event in Lynn, Secretary of Labor Lauren Jones announced the 4 workforce regions awarded the new Gateway Cities Learning Community Pilot. This was a competitive grant process across all WB's that have gateway cities within their regions.
 - The pilot calls for regional collaboration to enhance youth employment and learning opportunities within the private sector. North Shore partners include Salem Hospital, Lynn Community Health Center, and LEAP for Education. Thanks to Meaghen Hamill and Salem Hospital for your work on this!
 - We will be adding employer partners quickly. Although this initiative is for gateway cities (Lynn, Salem, and Peabody), we will also be looking to the entire North Shore region.

- MassHire North Shore & partners were highlighted, with Ed on a panel with Mayor Nicholson and LCHC CEO Brenda Rodriguez, moderated by Secretary Jones. Mayor Pangallo was also in attendance and committed to this program.
- The program will start in coming weeks: consider hiring a teen in summer 2026!
- *Ed O'Sullivan*: Many thanks to board members Meaghen Hamill (LCHC) and Danye Smith with the City of Lynn for all their work on this pilot as well as our partners at Salem Hospital.
- **Brief LMI [Ed O'Sullivan]**
 - North Shore Unemployment
 - The national unemployment rate increased 0.4% from Sept. 2024 to Sept. 2025 [to 4.3%].
 - The MA unemployment rate increased 0.7% [to 4.5%] and the North Shore unemployment rate increased 0.8% [to 4.4%] in the same period.
 - Labor Force Participation
 - The current MA labor force participation rate of 66% is 6% higher than the Covid rate of 60% and .3% lower than the July 2020 rate of 66.3%.
 - As of Sept. 2025, the MA labor force participation rate increased 0.1% over the past year.
- **Welcome, New Board Member Molly Cohen (Superintendent, Lynn Public Schools)**
 - *Ed O'Sullivan*: Please welcome Molly Cohen, a 20-year veteran and new superintendent of Lynn Public Schools. Molly has served LPS as a deputy superintendent, executive director of curriculum and instruction, principal, assistant principal, counselor, and teacher, and has previous experience as an ESL instructor, including working in Chile.
 - *Molly Cohen*: thank you.... I look forward to continuing working with Lynn families and students to help them connect to the workforce and as with my own multi-lingual and multi-cultural family, continuing to support the immigrant community by fostering positive experiences.
- **Federal and State Funding and Legislative Updates [Guest Speaker Cole Angley, J.D., Executive Director of the Massachusetts Workforce Association (MWA)]**
 - *Ed O'Sullivan*: Before joining the MWA, Cole worked with the MA legislature for 7 years including as Chief of Staff to the Joint Committee on Labor and Workforce Development and as Legislative Aide for Representative Josh Cutler.
 - *Cole Angley*: Thank you for the invitation to speak today with special thanks to Ed, Katie, Sandra, Eliud, and the WB and Career Center staff. MWA members include directors and staff of MassHire Workforce Boards and Career Centers and other workforce development organizations.
 - A continuing resolution (CR) that passed November 12th extends federal funding until January 30th with several programs including SNAP, Veterans Affairs, and the legislative branch funded for FY26. The Job Corps federal authorization helped protect the programs given possible litigation against defunding in summer 2025.
 - Early indications point to closer to level funding for WIOA programs as negotiations continue.
 - *Dave Manning*: Are you hearing anything about the possibility of block grants going forward?
 - *Cole Angley*: It doesn't look like block grants are on the horizon for our area of the country but they have impacted some southern states. Workforce development funds may be available as part of the One Big Beautiful Bill Act but we will see what happens.

- *Jennifer James Price*: Community colleges would be happy to be involved in funding discussion and “share out.”
 - Pending WIOA reauthorization may involve a 50% training requirement (vs. 40% currently) for all Title 1 Adult and Dislocated Worker funds with an 8 to 10% variance for supportive services, increasing the governor’s statewide reservation to 25% from the current 15%, and require the governor to review workforce areas for potential redesignation. Lead elected officials and board chairs would approve the proposal.
 - Note that the 10% variance between the proposed 50% training requirement vs. the current 40% training requirement is a “poison pill” of sorts leaving less funding for overhead expenses, etc.
 - Also the proposed additional holdback of 10% for states (from 15% to 25%) could mean less funding will reach local areas.
 - Currently there are 16 WBs in MA but with the proposed requirement for the governor to look at redesignation, there is the potential for consolidation/reduction which may not necessarily serve the unique needs of local areas even if lead elected officials and board chairs are involved.
 - Gov. Healey’s FY27 budget will be released on January 28th and MWA will be watching for the One-Stop Career Center, YouthWorks, and School-to-Career Connecting Activities line items. Since FY2020, the highest funding levels were in FY23 with \$15 million, \$27.8 million, and \$7.5 million respectively for these programs. FY25 funding for the same programs dropped to \$8.1 million, \$15.2 million, and \$6.5 million (versus FY2020 funding of \$3.96 million, \$15.5 million, and \$4.5 million). During Covid, ARPA funds helped increase youth services.
 - The MassHire Innovation Project launched by the MA Executive Office of Labor and Workforce Development and the Department of Career Services in the fall of 2025 set a 3-year timeline to replace outdated technology and create a new case management system, improve the customer experience for both job seekers and businesses, streamline processes and policies, and lean into new technology.
 - The innovation project could result in a smaller workforce system as a result of streamlining. If employers have feedback on what changes to the existing system would be helpful, please share those.
 - *Ed O’Sullivan*: hello to North Shore Rep. Sally Kerans who is attending today’s meeting.
 - *Rep. Kerans*: greetings to all, including Cole.... I enjoyed working with Cole during his time with the state legislature.
- **Healthcare HUB: Updates on Healthcare/Behavioral Health Regional Programs [Marcia Griesdorf]**
 - Data from recent regional MassHire training includes classes for phlebotomists, dental assistants, CNAs, EMTs, CMAs, pharmacy technicians, central sterile technicians, and LPNs (tutoring).
 - Greater Lowell = 47 participants
 - North Shore = 147 participants
 - Merrimack Valley = 12 participants
 - MassHire-North Shore is the lead on the Healthcare HUB Continuation Grant with the Lowell and Merrimack Valley MassHires as subcontractors.
 - Programs started as of April 2024 with year 3 starting on January 1, 2026 (ending on December 31, 2026). We are tracking to a successful conclusion thanks to the efforts of the Career Center staff.

- 200 participants received training services through this grant as of December 31, 2025.
- 67 additional enrollments are projected for year 3.
- Greater Lowell is the lead on the Behavioral Healthcare HUB Continuation Grant with North Shore subcontracting to focus on Community Healthcare Workers and Recovery Coaches: 29 enrolled to date.
- We are exploring the possibility of apprenticeships in the healthcare arena as another route to education pathways, for example apprenticeships for surgical, respiratory, and central sterile technicians.
- **Program Updates [skipped due to time constraints/see PPT for details]**
 - AMTEP
 - MA CEC Offshore Wind/Clean Energy Grant
 - Digital Literacy Courses
- **Upcoming meeting schedule for FY 2026 [Ed O’Sullivan]**
 - March 12, 2026, at 8 AM
 - June 11, 2026 [rescheduled from May 14th] at 8:30 AM

Motion to adjourn by Tom Sands and seconded by Tom Daniel. All in favor, none opposed.

The meeting ended at 9:00 AM.

*For reference: Additional Labor Market Information (LMI) Slides in PPT [*not covered in presentation]*

- *Massachusetts Labor Force Participation & Unemployment by Race
- *Initial Unemployment Insurance Claims [by Region]
- *Initial Unemployment Insurance Claims [by Industry]

CAREER CENTER OVERVIEW

| North Shore One-Stop Total | Jan. 26 | | Actual YTD | | Jan. 25 YTD |
|----------------------------|---------|------|------------|-------------------|-------------|
| | Actual | Plan | YTD | Plan thru 6/30/26 | Actual |
| New Customers | 892 | 529 | 4,598 | 6,353 | 3,487 |
| Total Customers | 1798 | 688 | 6,428 | 8,250 | 5,010 |

| Youth Career Center | Jan. 26 | | Actual YTD | | Jan. 25 YTD |
|---------------------|---------|------|------------|-------------------|-------------|
| | Actual | Plan | YTD | Plan thru 6/30/26 | Actual |
| New Customers | 78 | 29 | 877 | 350 | 799 |
| Total Customers | 256 | 83 | 1,069 | 1000 | 1,066 |

| One-Stop Placements | Q1FY25 | Q2FY25 | Q3FY25 | Q4FY25 |
|------------------------------------|--------|--------|--------|--------|
| FY 25 MHNS Entered Employment Rate | N/A* | 65.1% | N/A* | 68.9% |

*Placement data currently not available

**Please note that survey results for Job Seeker and Employer Satisfaction – July 2025 / Dec. 2025 will be included in an upcoming Career Center Overview.*

Employer Services

| | Jan. 26 | | Actual YTD | | Jan. 25 YTD |
|--|---------|------|------------|-------------------|-------------|
| | Actual | Plan | YTD | Plan thru 6/30/26 | Actual |
| New Employer Accounts | 16 | 33 | 124 | 400 | 251 |
| Total Employers Served | 37 | 83 | 242 | 1000 | 600 |
| Number of Employers Receiving Job Seeker Referrals | 16 | 15 | 125 | 175 | *not listed |

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

| | YTD Actual | Planned Thru End of Grant | Jan. 25 YTD |
|-------------------|------------|---------------------------|-------------|
| Adult | 56 | 73 | 53 |
| Dislocated Worker | 54 | 69 | 88 |

Overall WIOA Placement

| *Placement data currently not available | YTD Actual | Planned Thru End of Grant | Jan. 25 YTD |
|---|------------|---------------------------|-------------|
| Adult | 9 | 43 | 4 |
| Dislocated Worker | 11 | 40 | 15 |

Preferred Vendor Performance (top 4 vendors in terms of enrollments)

| Vendor | Number Served | Number Exited | Number Placed | Placement Rate | Average Wage | Number Served in FY 25 |
|--|---------------|---------------|---------------|----------------|--------------|------------------------|
| North Shore CC | 15 | 3 | 3 | 100% | \$27.87/hr. | 14 |
| BCI | 13 | 0 | 0 | N/A | N/A | 4 |
| Visible Edge | 13 | 2 | 1 | 50% | \$20/hr. | 33 |
| CMSC Trucking (formerly Parker Driving School) | 2 | 1 | 1 | 100% | \$30/hr. | 3 |

YOUTH DIVISION

WIOA - Out of School Programs

| Vendor | Number Served | Number Exited | Number placed/Average Wage | Number Served in FY 25 |
|--------------------|---------------|---------------|----------------------------|------------------------|
| Action, Inc. | 21 | 2 | 1/\$16.00 hr. | 25 |
| Catholic Charities | 24 | 3 | 1/\$18.25 hr. | 41 |
| North Shore CDC | 20 | 10 | 6/\$17.67 hr. | 25 |

DESE - In School Programs

| | Goal | Actual |
|---------------------------------------|------|--------|
| Student Work and Learning Experiences | 475 | 520 |

| Budget - Actual Summary by Program | | | | | |
|------------------------------------|--|------------------------|------------------------|------------------------|-------------------|
| January 31, 2026 | | | | | |
| FY | Program Description | Budget | Spent & Obligated TD | Amount Remaining | Percent Remaining |
| Federal Funds | | | | | |
| 2025 | WIOA Formula Funds: Adults | 636,894.90 | 576,322.25 | 60,572.65 | 9.5% * |
| 2025 | WIOA Formula Funds: Dislocated Workers | 611,301.60 | 571,886.09 | 39,415.51 | 6.4% * |
| 2025 | WIOA Formula Funds: Youth | 732,058.60 | 703,057.96 | 29,000.64 | 4.0% * |
| 2025 | WIOA Formula Funds: Administration | 177,217.90 | 149,517.82 | 27,700.08 | 15.6% * |
| 2026 | WIOA Formula Funds: Adults | 605,061.00 | - | 605,061.00 | 100.0% * |
| 2026 | WIOA Formula Funds: Dislocated Workers | 566,479.80 | - | 566,479.80 | 100.0% * |
| 2026 | WIOA Formula Funds: Youth | 634,578.30 | 428,404.76 | 206,173.54 | 32.5% * |
| 2026 | WIOA Formula Funds: Administration | 200,679.90 | - | 200,679.90 | 100.0% * |
| 2022 | DUA Technology UI Deployment Tech | 26,000.00 | - | 26,000.00 | 100.0% |
| 2025 | Wagner Peyser ES, 10% | 56,543.00 | 56,543.00 | - | 0.0% * |
| 2026 | Wagner Peyser ES, 10% | 55,068.00 | 12,541.00 | 42,527.00 | 77.2% * |
| 2024 | RESEA Performance allocation | 125,000.00 | 125,000.00 | - | 0.0% * |
| 2025 | RESEA Performance allocation | 225,000.00 | 13,053.13 | 211,946.87 | 94.2% * |
| 2023 | Upskilling Navig ARPA | 457,170.83 | 454,260.38 | 2,910.45 | 0.6% * |
| 2023 | WCTF FY21 Donnelly Training BH | 319,880.00 | 257,676.19 | 62,203.81 | 19.4% * |
| 2024 | HC HUB Continuation | 2,413,205.00 | 1,479,953.89 | 933,251.11 | 38.7% * |
| 2024 | HC BH HUB Continuation | 558,114.47 | 152,364.45 | 405,750.02 | 72.7% * |
| 2026 | Vets: Disabled Veterans Outreach Program | 28,294.00 | 7,451.76 | 20,842.24 | 73.7% |
| 2026 | SNAP WPP Expansion | 1,953.12 | 1,953.12 | - | 0.0% |
| 2025 | FP OIFSP | 50,000.00 | 50,000.00 | - | 0.0% * |
| 2026 | FP OIFSP | 75,000.00 | 17,555.39 | 57,444.61 | 76.6% * |
| | Total Federal Funds | \$ 8,555,500.42 | \$ 5,057,541.19 | \$ 3,497,959.23 | 40.9% |
| State & Local Funds | | | | | |
| 2024 | Off Shore Wind 3yr. | 1,196,397.00 | 516,897.22 | 679,499.78 | 56.8% * |
| 2026 | State One Stop | 563,019.92 | 225,915.23 | 337,104.69 | 59.9% |
| 2026 | Workforce Training | 95,000.00 | 38,816.45 | 56,183.55 | 59.1% |
| 2026 | DTA CIES | 110,669.00 | 24,478.49 | 86,190.51 | 77.9% |
| 2025 | FY 25-26 Youth Works | 1,320,200.00 | 1,051,807.69 | 268,392.31 | 20.3% |
| 2026 | Connecting Activities | 355,425.00 | 124,152.17 | 231,272.83 | 65.1% |
| 2026 | Youth Employment Gateway Cities | 75,000.00 | - | 75,000.00 | 100.0% |
| 2026 | Early College | 8,000.00 | 2,110.68 | 5,889.32 | 73.6% |
| 2025 | FY25 EA Shelter | 124,911.34 | 117,073.39 | 7,837.95 | 6.3% * |
| CY2025 | GE Foundation | 561,569.00 | 484,388.43 | 77,180.57 | 13.7% |
| CY2026 | GE Foundation | 405,924.00 | 35,938.97 | 369,985.03 | 91.1% |
| 2025 | WCTF FY25 Manufacturing Training | 500,000.00 | 309,668.07 | 190,331.93 | 38.1% * |
| 2025 | Digital Literacy | 157,310.00 | 130,748.66 | 26,561.34 | 16.9% * |
| 2026 | HVAC | 135,000.00 | 20,469.79 | 114,530.21 | 84.8% * |
| 2026 | CTI Essex Tech | 80,000.00 | - | 80,000.00 | 100.0% * |
| 2026 | CTI Lynn Tech | 144,000.00 | - | 144,000.00 | 100.0% * |
| 2026 | WIOA Partners | 10,778.74 | 3,980.73 | 6,798.01 | 63.1% |
| 2025 | DTA WPP | 5,982.00 | - | 5,982.00 | 100.0% |
| | Total State Funds | \$ 5,849,186.00 | \$ 3,086,445.97 | \$ 2,762,740.03 | 47.2% |
| * Multi-Year Grant | | | | | |