

March 12, 2026

Board Meeting



**NORTH SHORE
WORKFORCE BOARD**

Agenda

1. Chair's Report
2. Welcome New Board Member
3. MassHire North Shore Bylaws (Update and Approval)
4. Guest Speakers (CTI Programming on the North Shore)
5. Program Updates
6. Upcoming Meeting Schedule for FY 2026

Chair's Report

*Approve January 8th Board Minutes

- WIOA Funding Update
- Youth Pilot Summer Jobs Program
- ESOL Pre-Pilot (Pathways Program) and Eastern Bank Foundation Funding and Programming
- Annual Massachusetts Workforce Board Association Meeting: April 9th and 10th
- LMI Brief

WIOA Funding/Reauthorization Update

WIOA Funding

- **FY 2026 level funding for WIOA programs** – *We will have to wait to see how the funding is distributed locally as it is done via a formula based on Unemployment, etc.*

WIOA Reauthorization

- *50% training requirement for all Title I Adult & Dislocated Worker funds*
- *Increases Governor's statewide reservation from current 15% to 25%*
- *Requires Governor to review workforce areas for potential redesignation. Lead Elected Officials have "veto" power.*

Gateway Cities Learning Community Pilot

- North Shore is 1 of 4 Workforce Regions awarded grant from EOLWD
- Pilot calls for regional collaboration to increase paid youth employment opportunities
- Grant does not specify eligibility for youth to participate
- Initial partners include Salem Hospital (MGB) & Lynn Community Health Center
 - Each committed to hiring 5 youth
 - Looking to add employers to hire youth in Gateway Cities
- We will hire a youth-specific Job Developer (*interviewing now*)
- *Kickoff event: Salem 3/18, Lynn date coming soon!*



COFFEE & CONNECT:

****UPDATED DATE & TIME****

**WE'RE THINKING
SUMMER!**

JOIN MASSHIRE AND LOCAL PARTNERS TO HEAR MORE ABOUT SUCCESSFULLY INTEGRATING YOUNG ADULT EMPLOYMENT EXPERIENCES!

COFFEE, LIGHT BREAKFAST, AND SWAG AVAILABLE

WEDNESDAY
8:30 - 9:30 AM

18

MARCH
2026

MASSHIRE NORTH SHORE CAREER CENTER
70 WASHINGTON ST. SALEM, MA 01970

PLEASE SEND RSVP'S/QUESTIONS TO JOSH CROWDER
JCROWDER@MASSHIRE-NORTHSHOREWB.COM

ESOL Occupational Skills Class (Pilots)

ESOL Pre-pilot to begin in April

- Pathways will offer small group contextualized ESOL 3x week prior to training
- ESOL support/translation during training provided by Essex Tech for Clean Energy students
- Participants would filter to Clean Energy training or other trainings this summer

Pilot: ESOL Program from Eastern Bank Foundation

- Partnering with ECCF, Pathways Inc., NSCAP, NSCC
- Participated in invite-only RFP process
- Award announcement pending, all indications positive
- If awarded, would fund total of 300 participants for contextualized ESOL

*Both programs prepare for our training programs in HVAC, Manufacturing, Clean Energy, and other trades!

MWA Workforce Summit



MASS WORKFORCE ASSOCIATION
ONE SYSTEM - ONE VOICE

METRO SOUTH WEST
WORKFORCE BOARD

Important Information

DATE & TIME April 9-10, 2026 EDT	DETAILS THURSDAY 4/09 1PM-5PM
LOCATION Renaissance & Hilton Garden Inn Patriot Place Foxborough, MA 02035	Join us as we align employers, educators and workforce partners from the Metro South/West region around shared goals.
	THURSDAY 4/09 6:00PM
	Dinner - Estella Patriot Place
	FRIDAY 4/10 9AM-1PM
	MassHire Quarterly Alignment Forum

Key Topics:

The MassHire Innovation Project

- Improve the technology and processes that help jobseekers get back to work faster
- Connect employers to the skilled talent they need

Champions Celebration – North Shore Community College Foundation



NINTH ANNUAL CHAMPIONS FOR NSCC

★ You Are Invited ★

TUESDAY, APRIL 14, 2026
7:30 - 9:00 AM
Danversport

[REGISTER](#)

Sponsorships and advertisements available through March 17, 2026

Tickets available through March 31, 2026

The AMTEP Partnership will be one of the 2026 Champions Honorees!

A great event— please support the students of NSCC!

Welcome New Board Member!

- Welcome Margaret Brennan, President & CEO, North Shore Community Health Center



Bylaws (Updating)

- Rebranded to MassHire in 2018
- WIOA went into effect from WIA in 2017/2018 (transition took over a year)
- Micro changes in meetings occurring virtually (video conference)
- Changing our Annual Meeting from May to June each year

Future Meeting Schedules

Proposed

*Board Meetings: 4 times per year
(3 virtual, 1 in person)*

Committee Meetings: 4 times per year

- Executive Committee
- Skills Committee
- Youth Pipeline
- Workforce Systems

** This schedule would start July 1, 2026.*

Bylaws (Updating)

Board VOTE

Program Spotlight

Career Technical Initiative (CTI) Programming in the Region

Guest Speakers

CTI Programming

- MassHire North Shore Career Center
- Salem High School
- Essex North Shore Agricultural Technical School
- Lynn Vocational Technical School

CTI - MassHire North Shore Career Center

MassHire North Shore Career Center
Sandra Efstratiou (Director) & Eliud Alcalá (Deputy Director)

MassHire provides Career Readiness to support CTI students:

- Recruitment Assistance
- Resume Writing
- Interview Skills
- Job Placement Support
- Case Management
- Job Fairs/Employer Recruitments



Salem High School CTI Program



SALEM **Career Technical Initiative Program**

The Salem High School CTI program provides adult evening technical training that utilizes our CTE facilities and equipment to deliver hands-on, industry-aligned learning. These programs help community members gain practical skills to enter or advance in high-demand technical careers while strengthening connections between education, industry, and the regional workforce.

SUCSESSES AND CHALLENGES

— *Mario Sousa CTE/CTI Director & Co-Op Coordinator*

Salem High School CTI Program

**Accelerated
semesters**

12 Weeks

**Work-
Friendly
Schedule**

Monday - Thursday

*5:00 PM -
9:00 PM*

**3 Career
Paths**

*Automotive Technologies
Electrical Sustainable
Building Technologies*



Salem CTI Successes and Challenges

SUCCESSSES



Strong post-program employment placements and career advancement for adult learners

Growing partnerships with regional employers and workforce organizations

Collaboration with the MassHire North Shore Workforce Board to align training with workforce needs

Strong community interest and support for expanding adult technical education opportunities



Salem CTI Successes and Challenges

CHALLENGES



Meeting target enrollment levels in some programs

Supporting consistent attendance for adult learners balancing work and family responsibilities

Transportation barriers for some participants

CORI restrictions limiting access to the program, as training is held in a public school setting



Salem HS CTI

Salem CTI is continuing to grow as a regional workforce training resource, connecting adult learners to hands-on technical training and high-demand career opportunities.

We are exploring opportunities to expand program access, strengthen employer partnerships, and increase enrollment to better meet regional workforce needs.



Career Technical Initiative (CTI) Programs offered at ENSATS



NightHawks Adult Education CTI Programs

Jill Sawyer, Executive Director

Lisa Berube, Assistant Director

Sarelle Creesy, Training Program Manager

- Advanced Manufacturing/Machining
- Automotive Technology
- Building & Property Maintenance*
- Carpentry
- Construction Craft Laborer
- Electrical**
- Electro-Mechanical Assembly
- HVAC-R/Heat Pump Technician (MA CEC)
- Plumbing**
- Welding

*New Program Fall 2026

**Licensed trade; state hours earned



Career Technical Initiative (CTI) Annual Schedule

Classes offered during 3 sessions:

Fall-Winter/Spring-Summer

Program length 200-400 hours

Certifications earned:

OSHA

Hot Works

EPA-608

IPC/WHMA-A-620

NIMS CNC Milling Operations

SP-2

Ford

HILTI/Ramset Tool



Career Technical Initiative (CTI) Strategic Partnerships = Student Success!

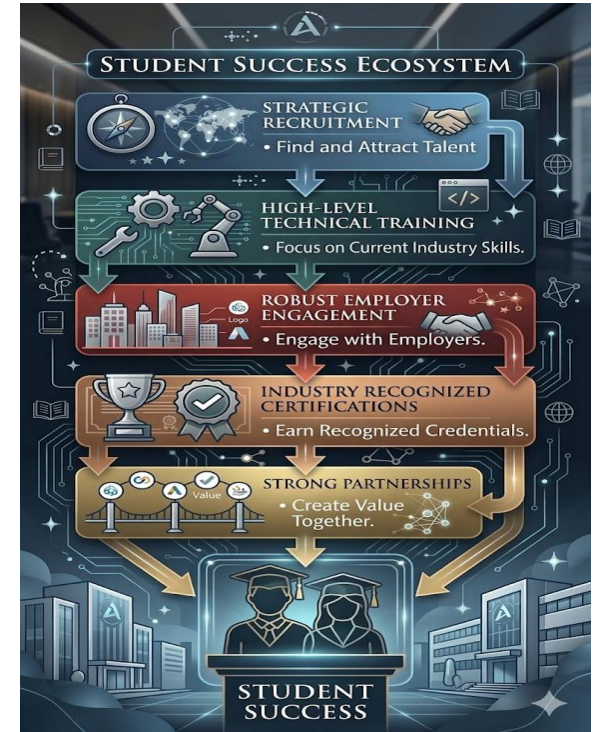


By aligning MassHire's recruitment & career readiness expertise with our high-level technical skills training and our North Shore employer network, we ensure high-impact employment outcomes for every student!

Average placement rate over the last 2 years:

70%

*Summer 2025 ESOL/EMA class
10 students enrolled - all students completed
100% PLACEMENT!!!



For more information about our adult training programs, contact us:

adulthood@essextech.net

or visit our webpage @

www.essexnorthshore.org/AdultEd



Lynn Vocational Technical Institute - CTI Program

David Gagner, Cooperative Education Coordinator

- Programs: Welding, Plumbing, Auto Technology
 - 36 participants currently enrolled
- Timeframe: Monday, Wednesday, Thursday 4-8 PM
 - Two cohorts per year
- 180 participants to date
 - Not funded through CTI, but LVTI also runs an HVAC heat pump course in partnership with MassHire, NSCC, and MACEC
 - E-Team Manufacturing Program also runs through LVTI





Lynn Vocational Technical Institute - Successes and Challenges

- + Student completion rate over 90%
- + Success in helping students change their career paths
- + Great way for LVTI to help address the skilled labor shortage
- + CTI creates opportunities for members of the community to find good-paying careers with opportunity for advancement.
- The current job market is difficult, even with training and career coaching.

**It gives us great pride to help the community obtain
employment that will
improve their lives and financial situations!**

Updates: Healthcare/Behavioral Health

- 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. Year 3 (final year) began January 2026 and will end on December 30, 2026.
- **As of February 28, 2026, there are 210 participants receiving training services through this grant!**

MassHire Greater Lowell – 49 Participants

- 5 Phlebotomists
- 10 Dental Assistants
- 12 Certified Nursing Assistants
- 6 Emergency Medical Technicians
- 12 Certified Medical Assistants
- 1 Pharmacy Technician
- 3 Central Sterile Technicians

MassHire North Shore – 141 Participants

- 7 Certified Medical Assistants
- 28 Certified Nursing Assistants
- 21 Phlebotomists
- 2 Pharmacy Technicians
- 9 Central Sterile Technicians
- 74 LPNs (tutoring)

MassHire Merrimack Valley – 20 Participants

- 11 Certified Medical Assistants
- 8 EMTs
- 1 Pharmacy Technician

Updates: MA CEC Offshore Wind/Clean Energy Grant

- **Beginning set up for OSW Cohort 4!**
 - Essex North Shore Agricultural Technical Institute
 - June/July 2026 – August 2026
 - Expected Enrollment = 12 – 15
- ESOL Training – Pipeline for Program Entry and Assistance for Pathways Inc. - Lynn
- Recruitment Process: Information Session → TABE-E → Interview
- Recruitment happening now
- Classes expect to start the week of April 14th until June 25th
- Expected Enrollment = 8 – 12 adult learners
- Topics of Focus = OSHA 10 – Construction Terminology, How to Talk with Employers about Construction Skills

Next Steps:

- Employer Round Table for Construction – SWOT Analysis and MassHire Assistance
- Recruiting for OSW Cohort 4 (May 2026)

Goals for ESOL Training:

Prepare students who speak English as a second language and are:

- Looking to improve upon their English reading, writing, and speaking comprehension skills, specifically in learning language skills related to the trades.
- Interested in pursuing future state-run trades training program opportunities for employment.

Updates: AMTEP

Winter Highlights:

- December Manufacturing Employer Round Table (facilitated by Lisa LaPorte-Pais, KROHNE)
SPECIAL GUESTS:
 - Maria Di Stefano, MA Office of Business Development
 - Meghan Abella-Bowen, Mass Tech Collaborative
- The AMTEP Manufacturing Employer Outreach Specialist brought in another 25 companies in 2025, bringing the total number of manufacturers with some level of engagement (tours, job fairs, events, hiring, etc.) up to 240
- Another successful cohort graduated Essex Tech in February



Updates: Digital Literacy Courses

Digital Literacy is provided to help participants with their skills for career growth

Funding in partnership with MassHire Metro North

Grant period ends 6/30/26: partners have provided 10 courses on Digital Literacy including:

- Intermediate – Windows 101/Microsoft Office
- Advanced – Microsoft Excel

Thank you to our program partners who have provided these trainings!

- **Pathways, Inc.**
- **Wellspring**
- **North Shore Community College**

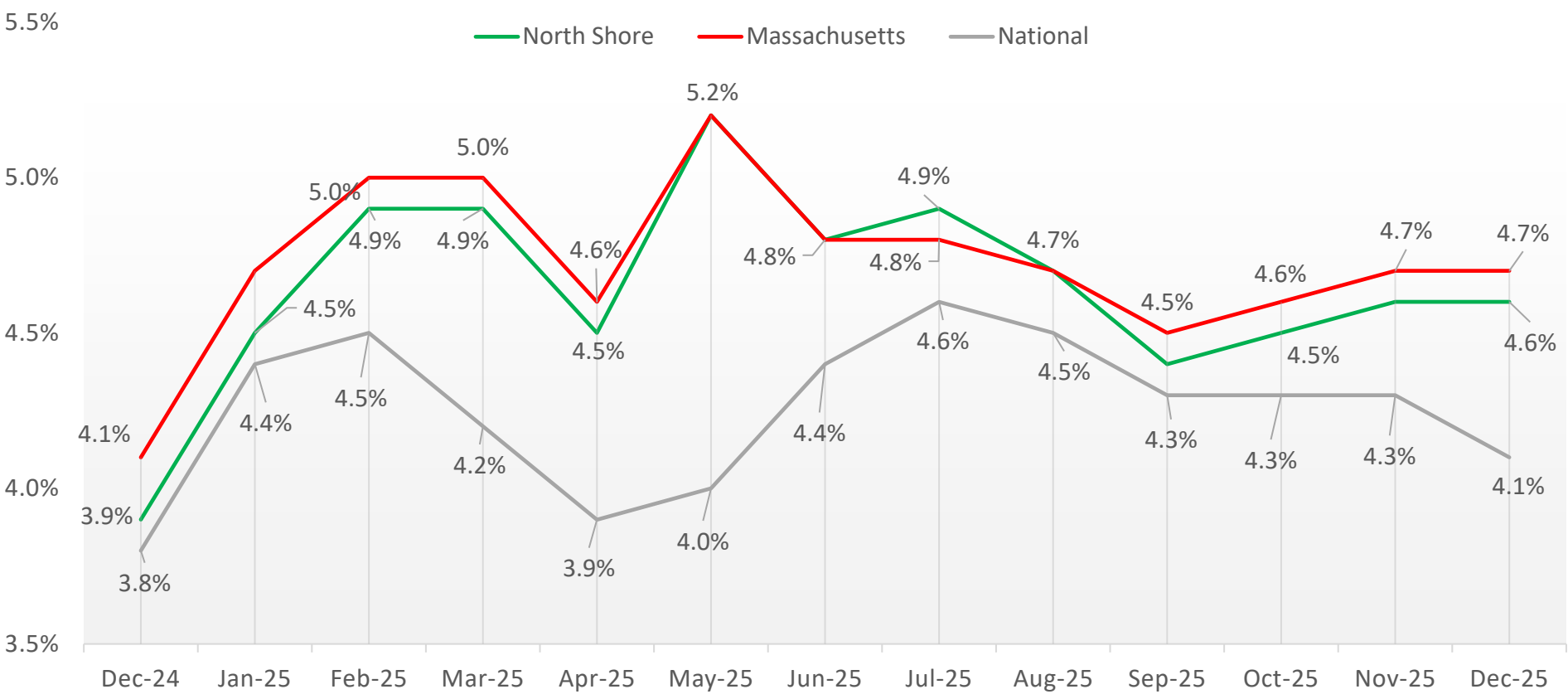
Upcoming Meeting Schedule for FY 2026:

- ~~May 14, 2026~~
- Changing to June 11th, 2026, @ 8:30 AM
- This will be a hybrid meeting: Salem City Hall Annex (1st floor, large conference room)



**NORTH SHORE
WORKFORCE BOARD**

North Shore Unemployment

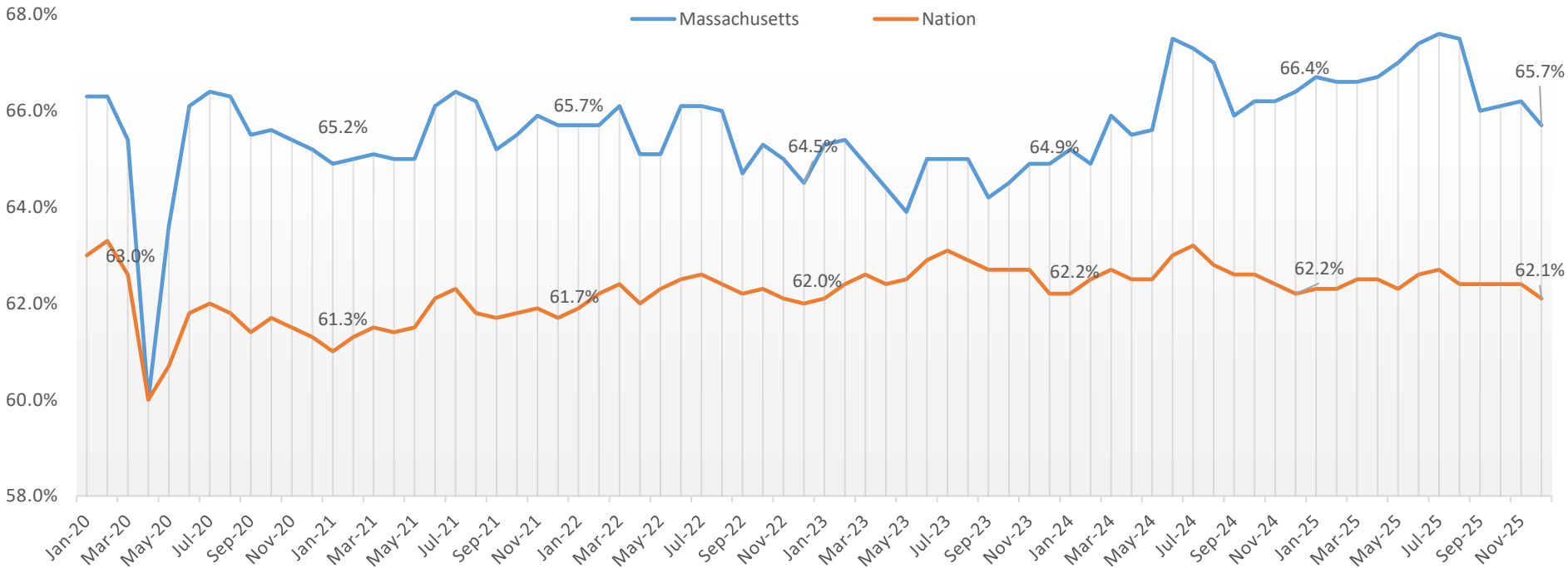


- **National unemployment rate increased 0.3% from Dec. '24 to Dec. '25**

- **Massachusetts unemployment rate increased 0.6%**

- **North Shore unemployment rate increased 0.7%**

Labor Force Participation



- Current rate of 65.7% is 5.7% higher than the Covid rate of 60% and -0.6% lower than the July 2020 rate of 66.3%
- December 2025 labor force participation rate has decreased 0.7% over the past year

Massachusetts Labor Force Participation & Unemployment by Race

Labor Force Participation Rate

Race	December			Change 2023-2025
	2023	2024	2025	
Total	65.1%	66.5%	66.6%	1.5%
White	65.3%	66.2%	66.0%	0.7%
Black	67.2%	67.5%	66.6%	-0.6%
Hispanic or Latino Ethnicity	62.7%	64.5%	67.5%	4.8%
Asian	67.1%	69.8%	70.4%	3.3%
All Other Groups*	61.0%	72.6%	69.6%	8.6%

- Labor force participation has increased for nearly all cohorts.
- However, there was a slight decline among Black workers and White workers have experienced a slower rate of labor force participation growth compared other cohorts.

*=Hispanic and Latino ethnicity is a separate demographic concept from race in the CPS statistics. People of Hispanic or Latino ethnicity may be of any race.

** = includes Native Hawaiian or Other Pacific Islander; Other

Initial Unemployment Insurance Claims

Region	Number of Initial Claims for the Week Ending:		
	12/13/2025	12/7/2024	12/9/2023
Massachusetts	67,830	57,800	60,711
North Shore	4,167	3,509	3,578

- 67,830 initial claims in Massachusetts
- 4,167 initial claims on the North Shore
- The number of initial claims in Massachusetts has decreased 10.5% in the past two years.
- The number of initial claims on the North Shore has increased 14.1% in the past two years.

Initial Unemployment Insurance Claims

North Shore Initial Claimants

Industry	12/13/2025	12/7/2024	12/9/2023
Construction	537	477	472
Professional, Scientific, and Technical Services	500	406	450
Admin & Support, Waste Mgmt & Remediation Serv.	469	387	381
Accommodation and Food Services	394	330	349
Health Care and Social Assistance	377	265	271
Retail Trade	308	232	273
Manufacturing	237	155	175
Wholesale Trade	160	131	151
Information	159	112	120
Transportation and Warehousing	155	135	141
All Other Industries	866	878	794

Top 5 Initial Claim Industries:

- 1. Construction: 12.9%**
- 2. Professional, Scientific, and Technical Services: 12.0%**
- 3. Admin & Support: 11.3%**
- 4. Accommodation and Food Services: 9.5%**
- 5. Health Care and Social Assistance: 9.1%**

