June 11, 2026

Board Meeting

MASSHIRE NORTH SHORE WORKFORCE BOARD

Agenda

1. Chair's Report

2. MassHire Partnership Award

3. ESOL Eastern Bank Initiative

4. Manufacturing Workforce and Climatetech Survey
   White Paper Results, Bonnie Carr

5. Upcoming Meeting Schedule for FY 2027

Chair's Report

**Approve March 12th Board Minutes*

- WIOA/State Funding Update (and Youth RFP)
- Youth Gateway Cities Pilot Summer Jobs Program
- North Shore Community College Foundation AMTEP Award
- Brief LMI

WIOA Funding/Reauthorization Update

WIOA Funding

Anticipating level funding for FY 2027 WIOA programs

We will have to wait to see how funding is distributed locally as it is determined via a formula based on unemployment rates, 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*

WIOA YOUTH RFP

Federal funds to subcontract to providers for wraparound services for Out of School Youth to obtain HiSet/GED and move on to education, training, or employment

- Currently 3 vendor programs serving 80 youth:
  - ❑ Action Inc.
  - ❑ Catholic Charities North
  - ❑ North Shore CDC
- RFP to be released late June/early July for WIOA Youth Programs
- We will need 2 to 3 volunteers for the review committee
- Contract will be October 1 through September 30

Gateway Cities Learning Community Pilot





- EOLWD Pilot calls for regional collaboration to increase paid youth employment opportunities
- Initial partners include Salem Hospital (MGB) & Lynn Community Health Center
  - **Looking to add employers to hire youth in Gateway Cities: our new Job Developer will be focusing on this!**
- May 28th Coffee Connection with Secretary Jones, Mayor Nicholson/City of Lynn, local partners and employers



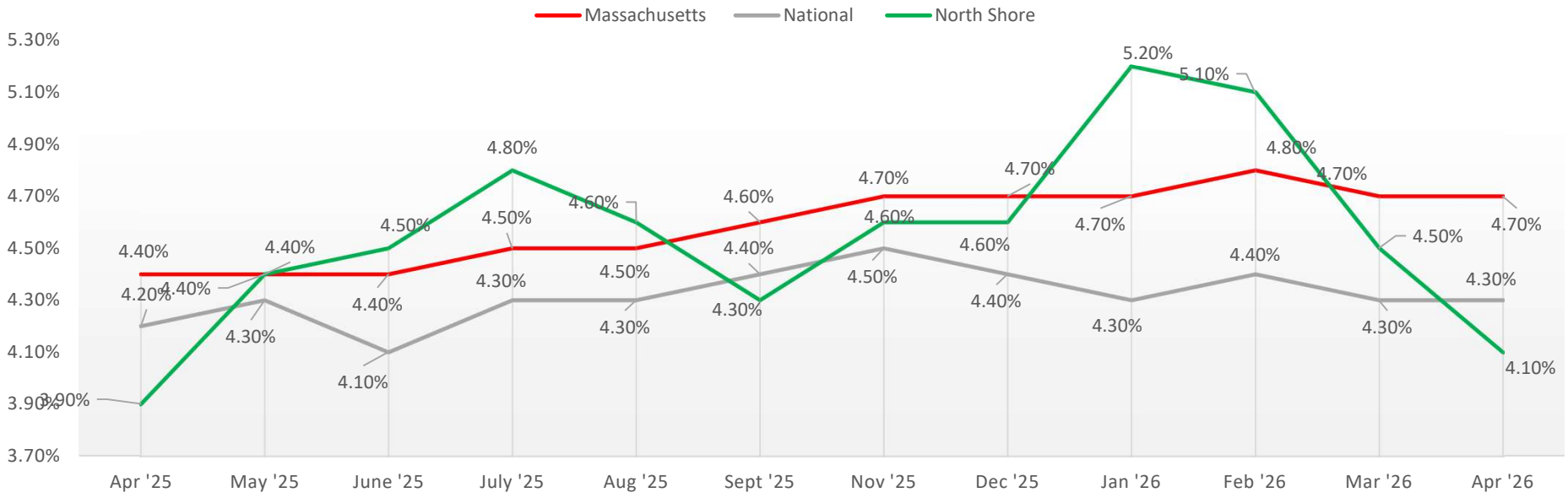
Champions Celebration
North Shore Community College Foundation



- **The AMTEP Partnership was honored as one of the 2026 Champions!**
- A great event: thanks to our partners on the success of this grant!
- By the end of this year, we will have trained **850 participants** in 6 years!

MassHire-North Shore Community College-Essex Tech-Lynn Tech-ETeam-ECCF

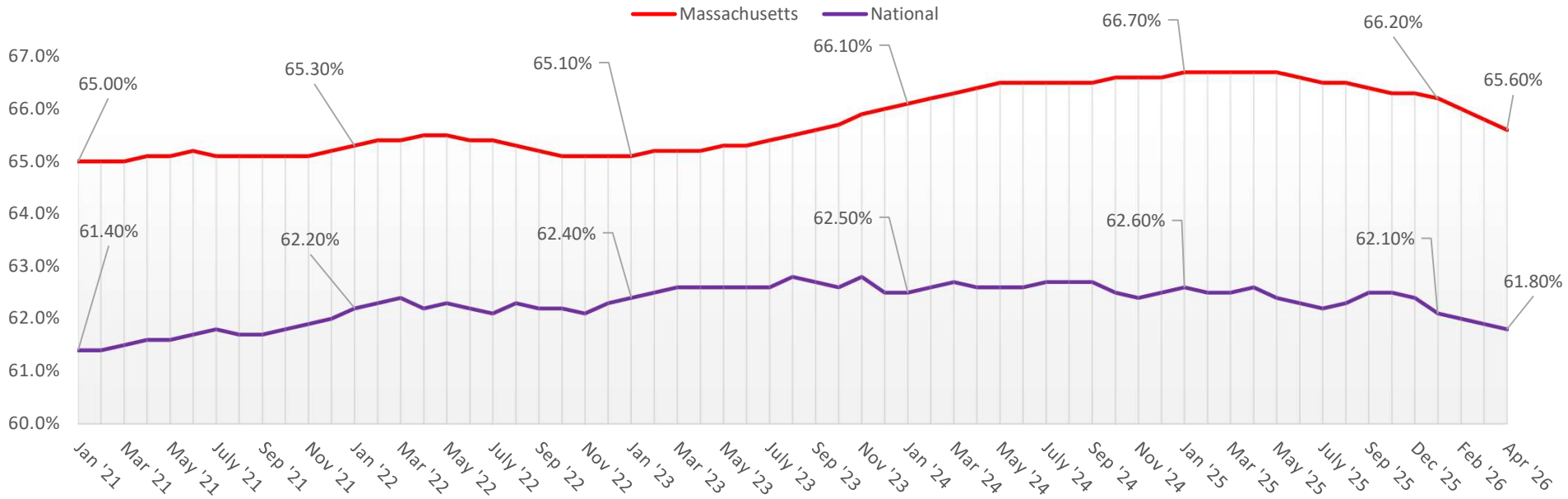
North Shore Unemployment



- Yearly change:
  - National: increase of .10 percentage points
  - Massachusetts: increase of .30 percentage points
  - **North Shore: increase of .20 percentage points**
- Most recent 3-month:
  - National: decrease of .10 percentage points
  - Massachusetts: decrease of .10 percentage points
  - **North Shore: decrease of 1 percentage point**

Source: MA DER, Labor Force and Unemployment Statistics (LAUS), National, Massachusetts, June 2026
MA DER, Labor Force and Unemployment Statistics (LAUS), North Shore, June 2026

Labor Force Participation



5 Year Change (as of April, '26):

- National: increase by .40 percentage points since January 2021
- Massachusetts: increase by .60 percentage points since January 2021

1 Year Change (as of April, '26):

- National: dropped by .80 percentage points since January 2025
- Massachusetts: dropped by 1.10 percentage points since January 2025

Source: MA DER, Labor Force and Unemployment Statistics (LAUS), National, Massachusetts, June 2026

Spotlight

MassHire Partnership Award

Essex County Community Foundation

AMTEP

Clean Energy

ESOL

F1rstJobs

Eastern Bank Foundation Grant

Career-Focused English Proficiency Initiative (CFEP)

- 2-year pilot program
- $1.5 million to serve 300 students
- MassHire provides case management services
- ECCF is fiscal agent and co-lead
- Partners are Pathways, NSCAP, and North Shore Community College

Program Goals and Objectives

- Improve English proficiency for adult learners facing employment barriers
- Increase workforce readiness through career-focused ESOL instruction
- Support employment, job retention, and career advancement opportunities
- Integrate English language learning with workplace skills and industry-specific training

Program Goals and Objectives
(continued)

- Provide comprehensive learner supports including mentoring, tutoring, and case management
- Strengthen connections to employers, workforce partners, and community resources
- Promote measurable skill gains, credential attainment, and employment outcomes
- Establish a scalable and evidence-based model for adult vocational ESOL programming

Guest Speaker

Manufacturing Workforce and Climatetech

Employer Survey

White Paper Results, Bonnie Carr

Aging Workforce and Talent Pipeline in Manufacturing

Commissioned by the North Shore Alliance for Economic Development
in partnership with the MassHire North Shore Workforce Board

Conducted by SparkSolutions Group

June 2026

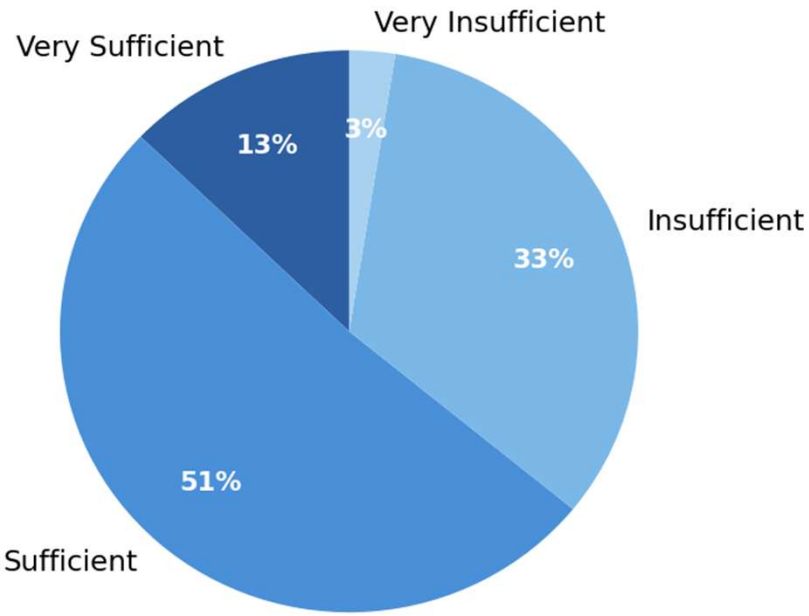
NORTH SHORE ALLIANCE
For Economic Development

MASSHIRE
NORTH SHORE
WORKFORCE BOARD

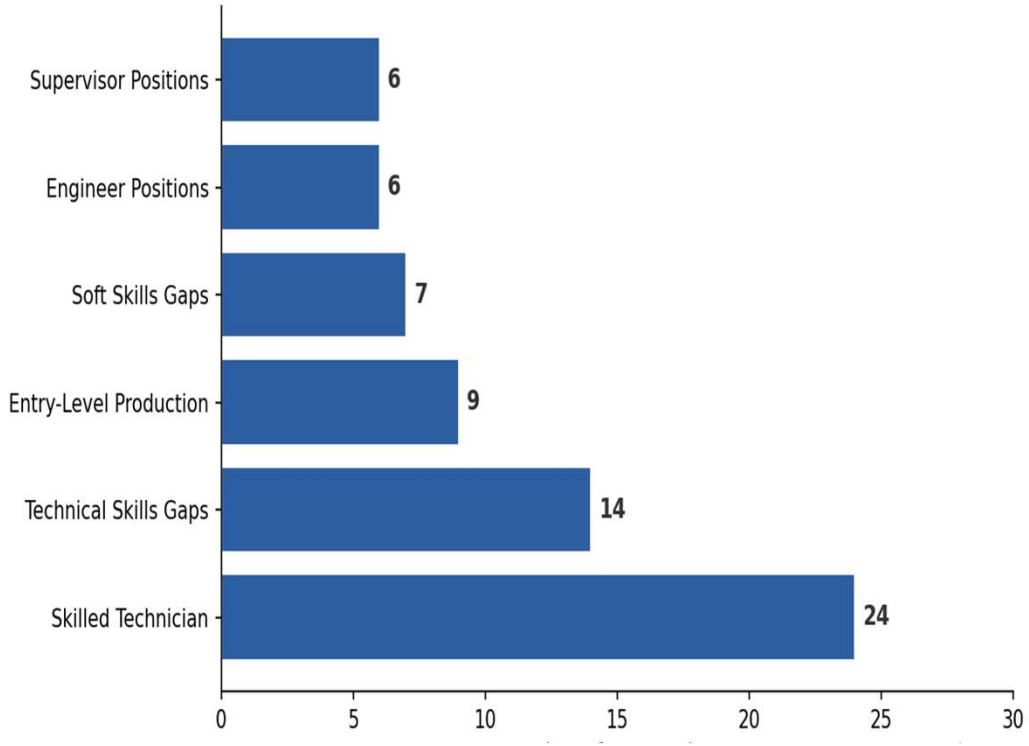
Survey Overview

- Outreach to 58 manufacturing companies that participated in the Advanced Manufacturing Training Expansion Program (AMTEP)
- A total of 40 manufacturers responded
- Representing a response rate of 69%
- Participating companies are located in: Beverly, Danvers, Georgetown, Gloucester, Ipswich, Lynn, Middleton, Peabody, Salem, Topsfield

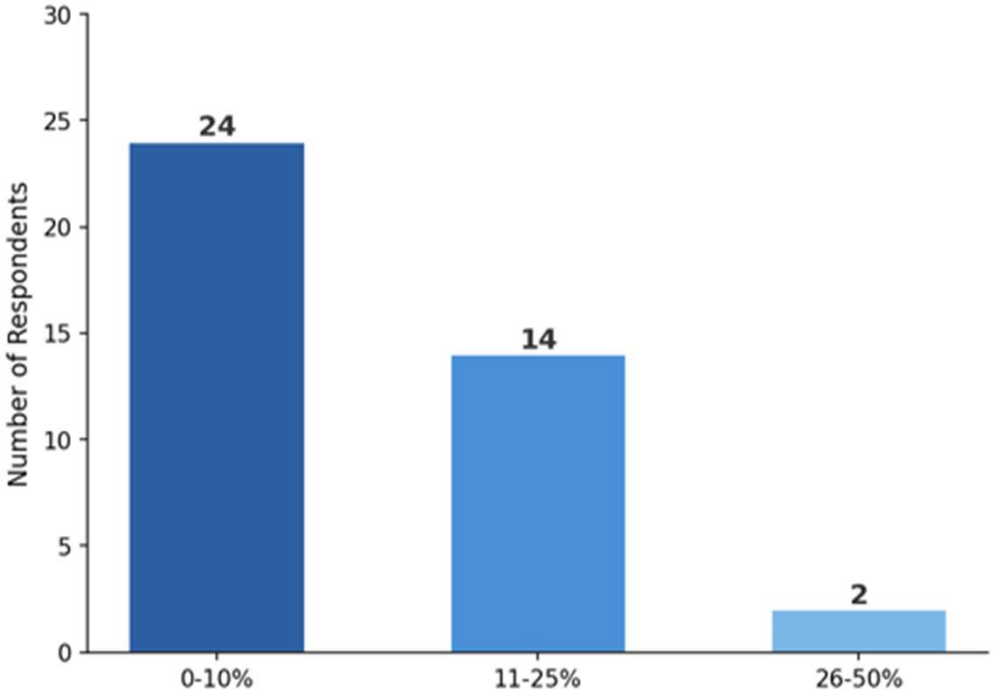
Question 1: How would you rate the ability of your workforce to meet your company's current needs?



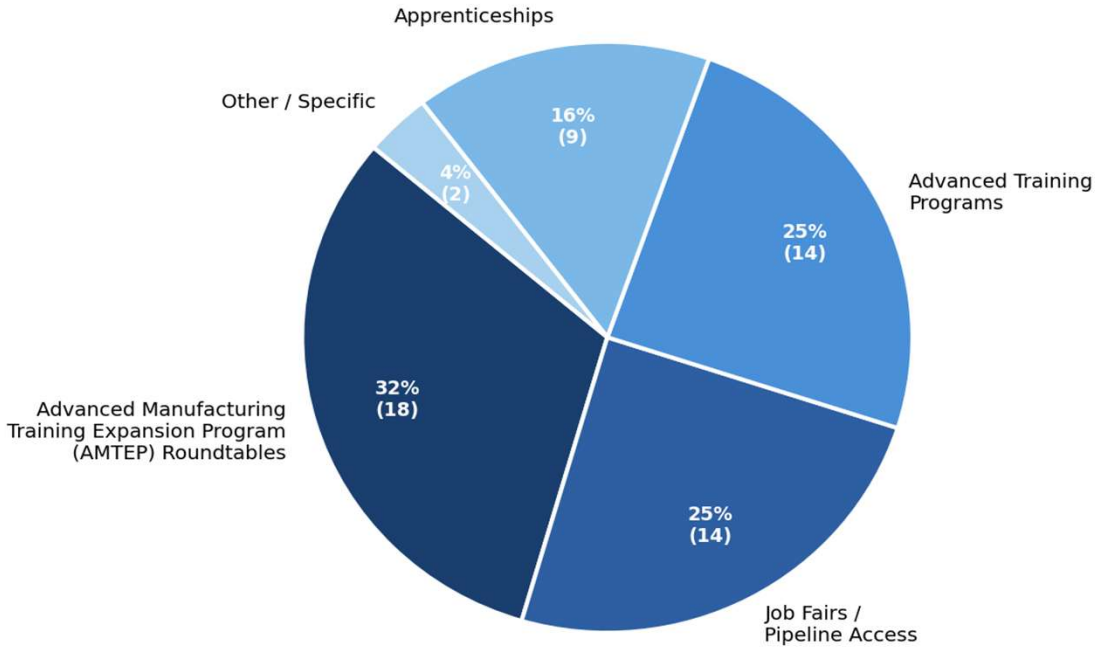
Question 2: What positions are most difficult to fill and what skills gaps are you facing?



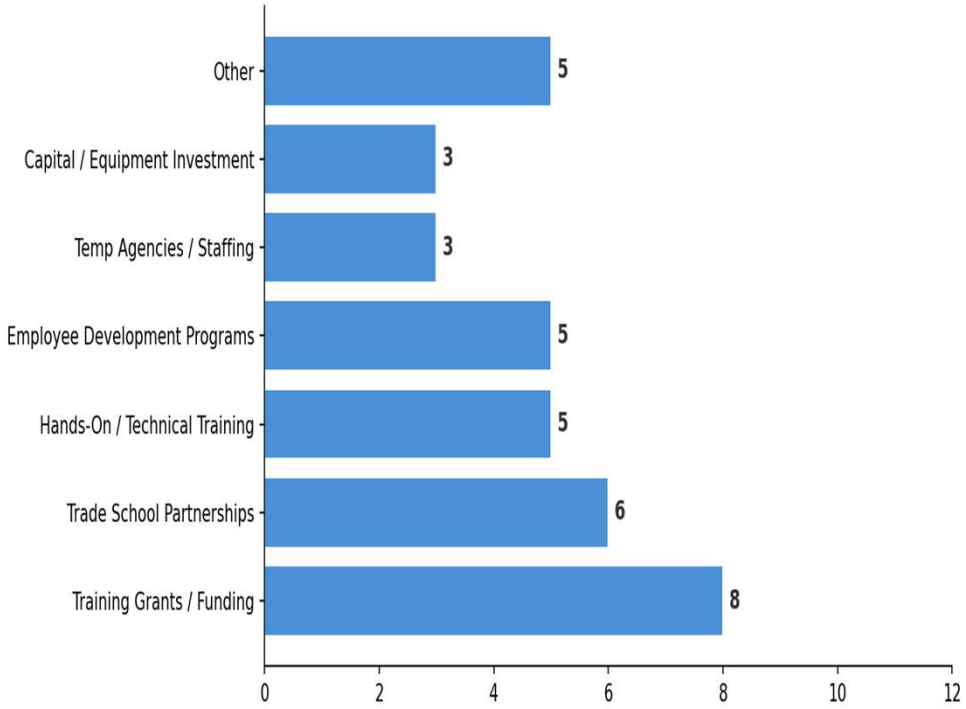
Question 3: What percentage of your workforce is expected to retire within the next 5 years?



Question 4: Which workforce development initiatives have helped meet your hiring needs?



Question 5: Please list additional resources or opportunities to assist your company's workforce needs.



Findings

- Manufacturing Workforce Under Strain
  - Retirement age is upon us
  - Exacerbated by the skill set needed to replace retired workers
- Silver Tsunami
- Existing Programs are Delivering but More is Needed

Recommendations

Develop a Regional Manufacturing Industry Career Awareness Campaign

Explore Expanding Manufacturing Programs (like AMTEP)

Examine Transportation as a Workforce Issue

Consider Launching a Regional Apprenticeship Initiative

Upcoming Meeting Schedule for FY 2027

2026: September 10th and December 10th

2027: March 11th and June 10th

MASSHIRE NORTH SHORE WORKFORCE BOARD

Updates: AMTEP

Highlights:

- December Manufacturing Employer Round Table (facilitated by Lisa LaPorte-Pais, KROHNE)
- 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 from Essex Tech in February
- Successful Job Fair in June with 32 employers!





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.
- **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: 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

Updates: MA CEC Offshore Wind/Clean Energy Grant

- **Recruiting 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
- Expected Enrollment = 8 – 12 adult learners
- Topics of Focus = OSHA 10 – Construction Terminology, How to Talk with Employers about Construction Skills

Goals for ESOL Training

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

- Looking to improve 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

Massachusetts Labor Force Participation by Race

Labor Force Participation Rate				
Race	April			Change 2024-2026
	2024	2025	2026	
All Races	65.5%	66.8%	66.0%	0.50%
White	65.0%	66.6%	65.1%	0.10%
Black	68.5%	67.5%	65.6%	**-2.90%**
Hispanic Ethnicity*	63.5%	65.1%	67.5%	**4.00%**
Asian	70.5%	69.8%	71.4%	0.90%
All Other Groups**	66.5%	68.1%	70.6%	**4.10%**

*=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

- Labor force participation has increased for all cohorts except for Black workers which has decreased by nearly 3 percentage points over the past 2 years.
- Labor force participation has grown the most for Hispanic Ethnicity and All Other Groups cohorts.

Source: MA DER, Labor Market Statistics by Demographic (12-Month Moving Averages), June 2026

Massachusetts Unemployment by Race

Unemployment Rate				
Race	April			Change 2024-2026
	2024	2025	2026	
All Races	3.5%	4.3%	4.4%	0.90%
White	3.1%	3.7%	3.8%	0.70%
Black	5.2%	7.9%	6.2%	1.00%
Hispanic Ethnicity*	4.5%	6.4%	6.8%	**2.30%**
Asian	3.5%	3.9%	5.3%	**1.80%**
All Other Groups**	4.1%	3.2%	2.1%	**-2.00%**

*=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

- The unemployment rate has increased for all cohorts except for those under the "all other groups" category which has decreased by 2 percentage points over the past 2 years.
- Unemployment rates for the Hispanic Ethnicity and Asian cohorts have grown the most.

Source: MA DER, Labor Market Statistics by Demographic (12-Month Moving Averages), June 2026

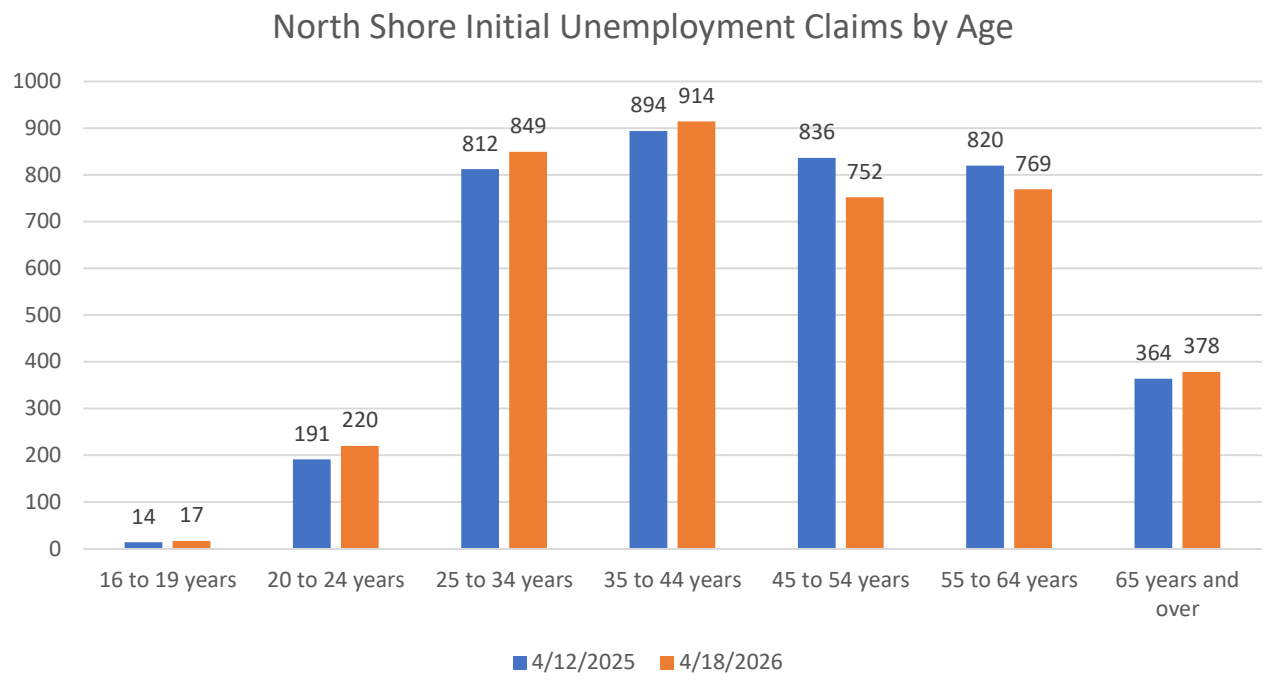
Initial Unemployment Insurance Claims

Region	Number of initial claims for week ending		
	4/18/2026	4/12/2025	12/9/2023
Massachusetts	62636	62260	60766
North Shore	3899	3931	3905

Region	% Change in Initial Claims	
	Past 2 Years	Past 1 Year
Massachusetts	3.08%	0.60%
North Shore	-0.15%	-0.81%

Source: MA DER, Unemployment Insurance Claimant Profiles, June 2026

Initial Unemployment Insurance Claims by Age



- Notable changes:
  - 20 to 24 years increased by 15%
  - 45 to 54 years decreased by 10%
  - 55 to 64 years decreased by 6%

Source: MA DER, Unemployment Insurance Claimant Profiles, June 2026

Initial Unemployment Insurance Claimants by Occupation

North Shore Initial Claimants			
Industry	**4/18/26**	**4/12/25**	**4/13/24**
Construction	575	558	605
Professional, Scientific, and Technical Services	430	479	452
Admin & Support, Waste Mgmt & Remediation Serv.	391	414	416
Health Care and Social Assistance	373	256	286
Accommodation and Food Services	345	332	337
Retail Trade	290	300	323
Manufacturing	242	204	203
Information	162	103	114
Wholesale Trade	159	170	147
Transportation and Warehousing	155	162	144
All Other Industries	776	927	903

Top 5 Initial Claims Industries:

1. Construction: **14.8%**
2. Professional, Scientific, and Technical Services: **11.0%**
3. Admin & Support, Waste Mgmt & Remediation Serv.: **10.0%**
4. Health Care and Social Assistance: **9.6%**
5. Accommodation and Food Services: **8.9%**

Top 5 Initial Claims Industries (change since 2024):

1. Construction: **-5.0%**
2. Professional, Scientific, and Technical Services: **-4.9%**
3. Admin & Support, Waste Mgmt & Remediation Serv.: **-6.0%**
4. Health Care and Social Assistance: **+30.4%**
5. Accommodation and Food Services: +2.4%

Source: MA DER, Unemployment Insurance Claimant Profiles, June 2026