September 10, 2026

Board Meeting

MASSHIRE

NORTH SHORE WORKFORCE BOARD

Agenda

- Summer Internship Spotlight
- Chair's Report
- Annual Plan – Vote
- WIOA Youth Procurement
- ESOL Eastern Bank Initiative
- Program Updates
- Upcoming Meeting Schedule for FY 2027

Spotlight

MassHire Internships

Salem State University



My Time at MassHire



Spencer Raimo

MASSHIRE NORTH SHORE WORKFORCE BOARD

Introduction

Who I Am

- Spencer Raimo
  - Labor Market Information Intern
  - Peabody, MA
  - Economics and Finance Double Major at Salem State University

Why I Chose MassHire

- Gain valuable work experience relating to economics
- Apply what I have learned in school
- Wanted to be in a position where my job helps people

What I do as a Labor Market Information Intern

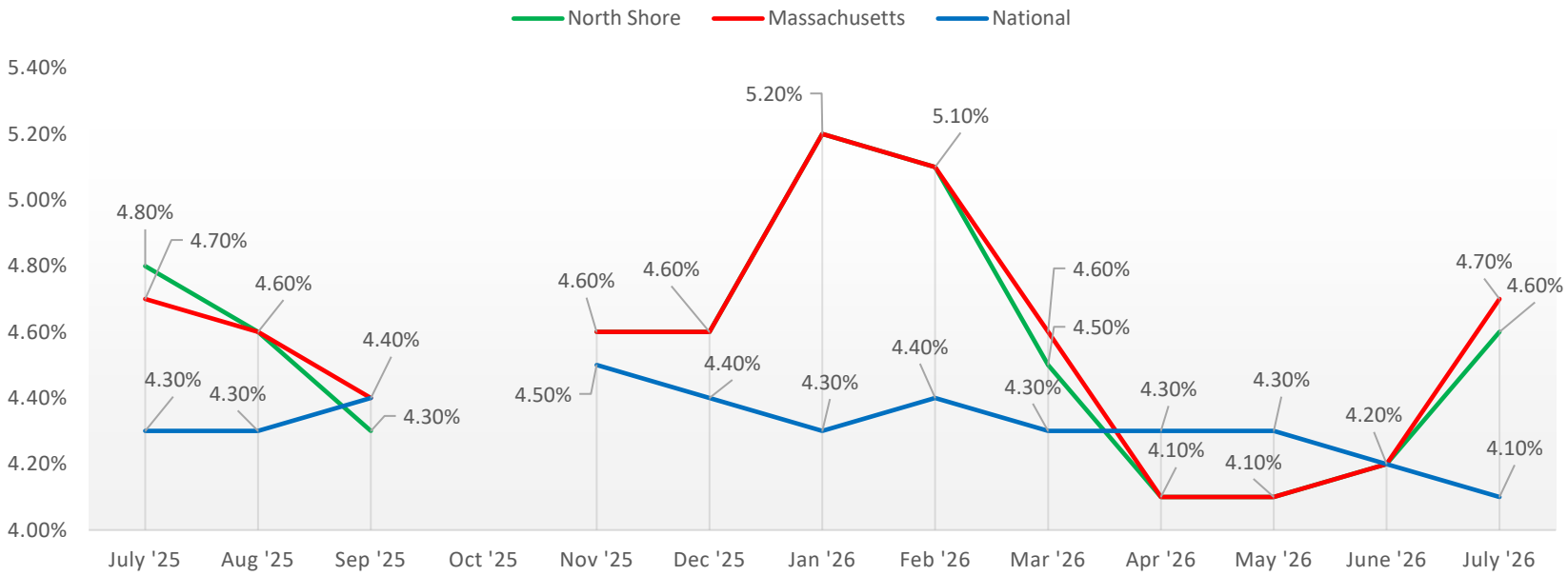
Day-to-Day

- Create and pull reports on labor market information in the North Shore
  - These are used to inform the board on recent trends and justify training programs for growing occupations
- Data work for the Connecting Activities and Youthworks programs
  - Data entry and cleaning for participant information

Trainings and Events Attended

- Trainings:
  - Excel Training Modules 2 and 3
  - Cybersecurity Training
  - Various other sessions on how to use different LMI sources
- Events attended:
  - Staff Development Day
  - CoP meeting at Mass CEC's Wind Technology Testing Center

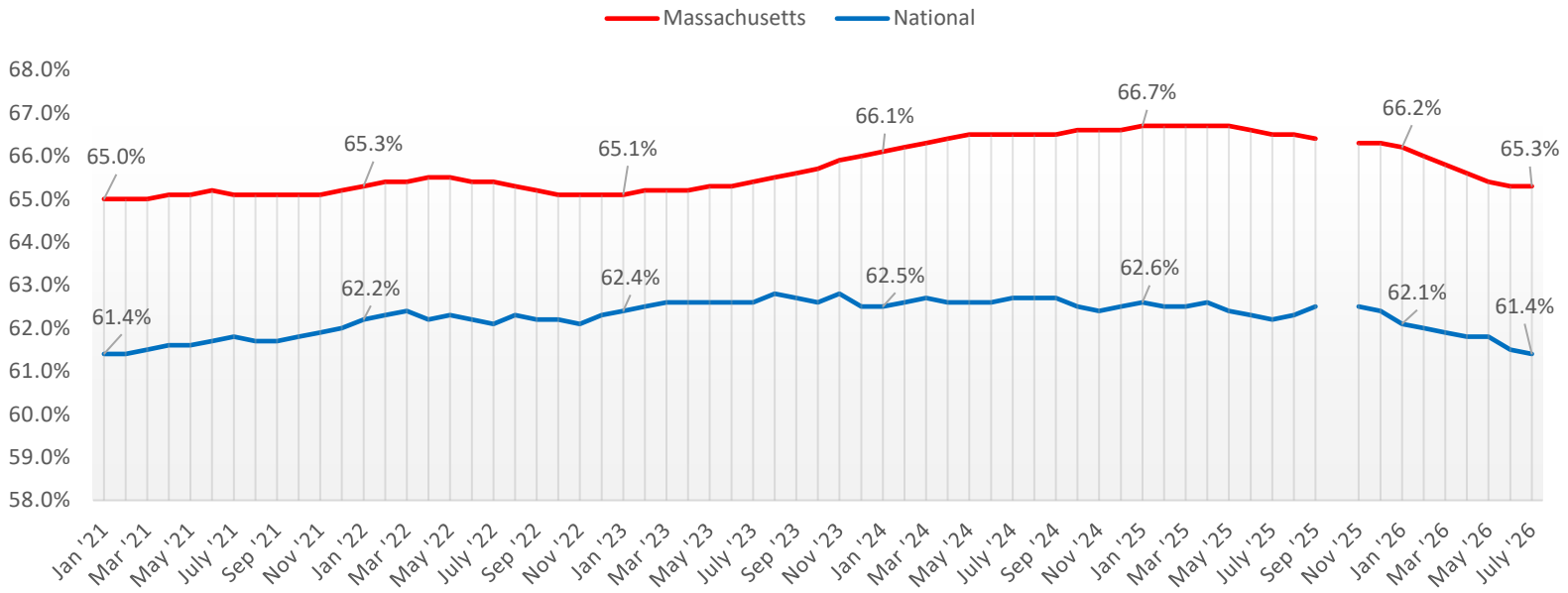
North Shore Unemployment



- Yearly change:
  - National: decrease of .20 percentage point
  - Massachusetts: no change since last year
  - North Shore: decrease of .20 percentage point
- Since April:
  - National: decrease of .20 percentage point
  - Massachusetts: increase of .60 percentage point
  - North Shore: increase of .50 percentage point

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

Labor Force Participation



- Since January 2021:
  - National: increase of .30 percentage point
  - Massachusetts: no change
- Since January 2026:
  - National: decrease of .70 percentage point
  - Massachusetts: decrease of .90 percentage point

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

What's Next?

Education Goals	Career Goals	How MassHire Has Helped Me
1. Finish my undergraduate studies in the fall 2. Get my master's degree in applied economics	• After finishing school, I hope to pursue a career in data analytics or consulting.	• Helped me gain experience needed to succeed in my future • Gave me an opportunity to have a crash-course in a data-centric job

My Summer at MassHire



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Workforce Development Intern

- Youth Outreach (job status, employment services)
- Recruiting (scouting job seekers and employers)
- Business Services (networking with North Shore business owners)





Trainings/Webinars

- LMI
- Lightcast
- Career Information System 360
- Excel 1 and 2
- Business Cycle
- “Job Search with LinkedIn”
- “How to Work Your Network”





Events

- AMTEP Job Fair
- Youth Employer Networking Event
- Recruitment Events (TSA, Cornerstone, Healey Bus, Warren Museum)
- Business Expos
- Ribbon Cuttings

What's next?

- Graduate
- MBA? (maybe)
- Apply for roles in business services (representative), consulting, business analysis or operations and management
- Eventually start my own business (trucking, real estate, ATMs/vending machines, car rentals)

How MassHire has helped me!

- Networking
- Customer service skills
- Experience in the business world



Sadie Toomey

My Summer 2026 Internship!



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About me

2nd year MSIO Student at SSU

Currently interning at Masshire-North Shore Workforce Board and while here have connected with two MSIO SSU graduates

Thesis Project

Writing my thesis utilizing the skills I have gained at MassHire!

Success Coach

Serving as a STEP student success coach at SSU

Career Goals

- Trying to find a job within my specialty
- Interested in neurodiversity in the workplace



This summer, I...

Joined MassHire working with Maranda Smith which included:

Workshop Redesign

Revamped the professionalism workshop, writing new activities, mock interview questions, and job descriptions

On-Site Delivery

Delivered workshop on-site at Essex Tech to small and large groups

Career Coaching

Coached students through resume-building and interview prep



Supporting the Sustainable Energy & HVAC Program

rate_review

Candidate Interviews

Helped with candidate interviews and built a Likert-based rating scale tied to structured questions

school

Student Placement

80%

placed within 1 week of graduation!

forum

Community & Outreach

Represented MassHire at local HVAC networking, energy justice events, and community gatherings

Key Highlight:

Spoke with Autism Speaks and Uniquely Abled to discuss thesis work

Spotlight

MassHire Internships

Salem State University

QUESTIONS/COMMENTS



Chair's Report

**Approve June 11th Board Minutes*

- WIOA Funding Update
- AMTEP New Funding
- Brief LMI



Thank You,

Tom Sands!

WIOA Funding/Reauthorization Update

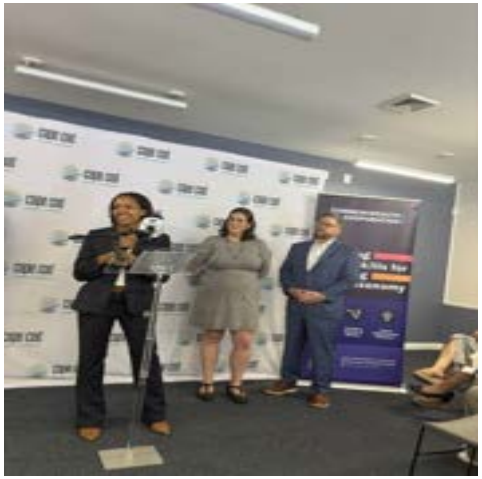
Workforce Innovation and Opportunity Act (WIOA) funding: federal allocation funds to provide services for Dislocated Worker, Adult (low-income job seekers), and Youth

Federal allocations increased in all 3 areas:

- + 33% for Adult
- + 27% for Dislocated Worker
- + 49% for Youth

- In total, an allocation of $2.7 million to our region to support job seekers

AMTEP Funding





This summer we successfully applied for two large grants which will help sustain the Advanced Manufacturing Training Expansion Program (AMTEP).

1. MA Clean Energy Center: $400,000 to continue the work and expand knowledge, curriculum, and job placements in the clean energy areas of manufacturing

2. Commonwealth Corporation Workforce Competitiveness Trust Fund: $500,000 to sustain the existing format for 4 cycles

CHANGE CHAMPION MISSION STATEMENT:

To serve as trusted local ambassadors for the MassHire Innovation Project—reinforcing key messages, promoting alignment, surfacing risks and feedback, and enabling effective, coordinated change across their teams.

Katie Crowder, Workforce Board Deputy Director

Malina Chhan, Lead – Career Coaching Advisor



MassHire North Shore Annual Plan



- Required comprehensive annual document
- Serves as both a strategic and operational framework to guide workforce development activities in the North Shore region
- Outlines how a local workforce board will use federal allocations to deliver employment, education, and training services
- Programming maintains alignment with the Workforce Innovation and Opportunity Act (WIOA) and state workforce priorities

WIOA Funding FY 2027

Federal Funding	FY25	FY26	FY27	Incr / (Decr) FY25-FY27	3 YR Incr / (Decr %)
WIOA Adult	707,661	672,290	895,009	187,348	26.47%
WIOA DW	679,224	629,422	803,494	124,270	18.30%
WIOA Youth	770,588	705,087	1,053,517	282,929	36.72%
TOTAL $	2,157,473	2,006,799	2,752,020	594,547	27.56%

WIOA Funding FY 2027

	Total Program Allocation	Proposed for Training	Estimated # of ITAs
WIOA Adult	**$653,309**	**$241,700**	**55** Average $4,386
WIOA DW	**$586,494**	**$217,000**	**43** Average $5,084
WIOA Youth	**$342,393**	**$711,124**	**92** Average $8 - 10K

These funds are available to individuals that meet certain eligibility criteria and provide **intensive and/or occupational skills training services.**

Key Action Steps with Additional Resources

- 2 new Career Coaching Advisors (building center for the future)
- Emphasis on staff training and cross-training
- 1 new additional Youth staff member added to ensure job placement and/or additional occupational skills training
- More $ resources going to youth vendors – open bid currently in the works

MassHire North Shore Annual Plan



- *Vote to Approve Annual Plan*

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 was released July 20 for WIOA Youth Programs and was due August 27
- Proposals were received from the 3 existing vendors, no new applicants
- Contract will be October 1 through September 30

ESOL Eastern Bank Initiative

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
- September: Cohort 1 wrapping up, Cohort 2 starting!

Updates: Gateway Cities Pilot



THE SALEM NEWS

LEAP for Education gives teens hands-on experience in diverse industries

By Michael McHugh | Staff Writer
Aug 17, 2020

- EOLWD Youth Employment Gateway Cities Learning Community Pilot is testing approaches to youth engagement, employer partnerships, and career readiness across Massachusetts
- $75,000 award to work with regional partners to expand youth employment opportunities in Lynn and Salem
  - Grant funded a Job Developer to focus on youth-friendly jobs
- Placed 10 youth at 2 initial “anchor” sites: MGB Salem Hospital and Lynn Community Health Center
  - Funded by the employers
- LEAP, City of Salem, and City of Lynn are key partners helping implement the local initiative with MassHire and employers

Upcoming Meeting Schedule for FY 2027

2026: December 10th

2027: March 18th and June 17th

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Updates: AMTEP





- July graduation with 75 individuals: 85% placement rate so far!
- AMTEP Manufacturing Employer Outreach Specialist has brought in about 50+ companies since 2025
- Successful Essex Tech fall recruitment: students starting in September
- E-Team recruiting now for October start date

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 began April 2024: year 3 (final year) began January 2026 and will end on December 30, 2026.
- **294 participants received training services through this grant!**

MassHire North Shore – 181 Participants!

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

MassHire Greater Lowell – 74 Participants

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

MassHire Merrimack Valley – 39 Participants

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

Updates: MA CEC Offshore Wind/Clean Energy Grant

- **Recruiting for OSW Cohort 5!**
  - Lynn Vocational Technical Institute
  - September 2026 – December 2026
  - Expected Enrollment = 13
  - Focus = HVAC & Heat Pump
  - Certifications: OSHA10, Hot Works, EPA608, Heat Pump Installer, ESCO Low GWP Refrigerant
- **ESOL Training** – Pipeline for Training Program Entry & Assistance
- Classes at Pathways Inc. in Lynn
  - Completed September 2026
  - Afterwards graduates have been employed in industry after receiving training, are enrolled in OSW Cohort 5, and/or are working with MASSHIRE staff for employment.

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

Northshore UI Claimants by Industry

Top 10 North Shore Initial Unemployment Insurance Claimant Profiles by Industry			
NAICS Industry	7/18/2026	7/12/2025	1 Year % Change
62 - Health Care and Social Assistance	466	394	18.27%
54 - Professional, Scientific, and Technical Services	458	434	5.53%
72 - Accommodation and Food Services	417	365	14.25%
48-49 - Transportation and Warehousing	327	322	1.55%
56 - Admin & Support, Waste Mgmt & Remediation Serv.	314	318	-1.26%
23 - Construction	313	311	0.64%
44-45 - Retail Trade	296	328	-9.76%
31-33 - Manufacturing	234	268	-12.69%
92 - Public Administration	207	205	0.98%
51 - Information	172	112	53.57%

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