MASSHIRE NORTH SHORE WORKFORCE BOARD

BOARD REPORT

September 10, 2026

Prepared on
September 3, 2026

TABLE OF CONTENTS

	Page
Minutes of Board Meeting of June 11, 2026	3
Career Centers Division	8
Training Division / Workforce Innovation and Opportunity Act	8
Youth Services Division	8
Financial Reports	10

MassHire-North Shore Workforce Board of Directors
Meeting Minutes for June 11, 2026, Board Meeting

Directors Attending: Charlie Anastos [Zoom], Margaret Brennan [Zoom], Molly Cohen, Daniel Collins (for Tom Daniel), John Flinn [Zoom], Emily Hayden [Zoom], William Heineman, Lisa LaPorte-Pais, James LeBlanc, Joy Livramento-Bryant [Zoom], Dave Manning, Steve Maser [Zoom] (for John Keenan), Heidi Riccio [Zoom], Neal Roderick [Zoom], Tom Sands [Zoom], Steve Shea [Zoom], Kara Sittig [Zoom], Josh Shepherd, Danya Smith, Diane Smith [Zoom]

Others attending: Lisa Berube (Essex Tech), Bonnie Carr (Spark Solutions Group), David Gagner [Zoom] (Lynn Vo Tech), Shannon Gardner [Zoom] (Lynn Public Schools), Deborah Gaudet [Zoom] (Salem Five Bank), Stratton Lloyd (Essex County Community Foundation), Robert McCarthy [Zoom] (Senator Lovely's Office), Mayor Pangallo (City of Salem), Laura Swanson (Enterprise Center at Salem State University/North Shore Alliance for Economic Development)

Directors Not Attending: Karen Andreas, Justin Anshewitz, Jay Daley, Cecilia Gray, Meaghen Hamill, Paul Mahoney, Laurie Roberto, Joe St. Pierre, Bill Tinti

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

Interns attending: Divin Katende and Spencer Raimo (MassHire-North Shore Workforce Board), Anthony Morales (North Shore Chamber of Commerce)

Rescheduled from May 14, 2026, the meeting format on June 11, 2026, was hybrid with members attending both in-person at the *Salem City Hall Annex and via Zoom.*

A quorum was present with 20 members represented.

The meeting began at 8:35 AM with Lisa LaPorte-Pais presenting the Chair's report.

The March 12th WB meeting minutes were approved with a motion from Danya Smith, seconded by Josh Shepherd. Chair Lisa LaPorte-Pais noted that all were in favor, none opposed: the motion passed.

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.]

- **WIOA Funding/Reauthorization Update [Lisa LaPorte Pais]**
    - WIOA is expected to be level-funded for FY27.
    - We will have to wait to see how the funding is distributed locally as it is calculated by a formula based on unemployment rates, etc.
    - **Ed O'Sullivan:** approximately 40% of our funding comes from state funds.
    - Pending WIOA reauthorization involves a 50% training requirement for all Title I

Adult and Dislocated Worker funds, increases the Governor's statewide funding reservation to 25% from its current level of 15%, and requires the Governor to review workforce areas for potential redesignation with Lead Elected Officials having "veto" power.

- **WIOA Youth RFP [Lisa LaPorte-Pais]**
  - Involves 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 serve 80 youth (Action Inc., Catholic Charities North, North Shore CDC).
  - The RFP will be released in late June/early July for WIOA Youth Programs.
  - We will need 2 to 3 volunteers for the review committee.
  - The contract will be October 1 through September 30.
- **[Youth] Gateway Cities Learning Community Pilot [Lisa LaPorte Pais]**
  - EOLWD pilot calls for regional collaboration to increase paid youth employment opportunities [and the grant does not specify eligibility for youth to participate].
  - Initial partners include Salem Hospital (MGB) & Lynn Community Health Center.
  - We are looking for more employers to hire youth in Gateway Cities: our new Job Developer will be focusing on this!
  - A May 28th kickoff "Coffee Connection" event in Lynn was attended by Secretary Jones and Lynn's Mayor Nicholson along with local partners and employers.
  - **Ed O'Sullivan:** We encourage WB members to host interns and our Job Developer can help craft a job description for an internship if needed and advise on best practices for a successful internship. Youth internships can range from 2 to 8 weeks with a part-time schedule but we find that those internships lasting 4 to 6 weeks work well.
  - A May 28th kickoff "Coffee Connection" event in Lynn was attended by Secretary Jones and Lynn's Mayor Nicholson along with local partners and employers.
- **Champions Celebration – North Shore Community College Foundation [Ed O'Sullivan]**
  - The AMTEP Partnership [MHNS, NSCC, Essex Tech, Lynn Tech, ETeam, and ECCF] was named as one of the 2026 Champions honored at this special event [held April 14th].
  - Thanks to this partnership, by the end of 2026 we will have trained 850 participants in 6 years.
  - **Lisa LaPorte-Pais:** those attending the event were very impressed by the number of trainees as illustrated by Charlie Anastos who spoke for the AMTEP Partnership: 850 is an impactful number.
- **Brief LMI [Ed O'Sullivan]**
  - A shout-out and thanks to our MHNSWB summer interns: two are attending in person today [Divin Katende and Spencer Raimo who are both Salem State University students]. Our summer interns have been busy with a variety of projects including helping with LMI research presented in today's slides: thanks to Spencer for this.
  - **North Shore unemployment:** decreased 1 percentage point for the 3-month period as of April 2026 while the national and MA unemployment rates both decreased .10 percentage point for the same time period.

- North Shore unemployment: increased .20 percentage point for the April 2025 to April 2026 1-year time period while the national rate increased .10 percentage point and the MA rate increased .30 percentage point for the same time period.
- Overall, the North Shore unemployment rates have been more erratic than the national and MA rates [with the North Shore rate reaching a high of 5.20% in January 2026 and then declining to 4.10% by April 2026, slightly above the 3.90% rate of April 2025].

  - **Labor Force Participation:** 5-year change as of April 2026 since January 2021 was a .40 percentage point increase for the national rate and a .60 percentage point increase for MA. The 1-year change as of April 2026 since January 2025 was a .80 percentage point decrease for the national rate and a 1.10 percentage point decrease for MA for the same time period, so these dips are significant and something to watch going forward as a decline over 1% is significant.

- **Spotlight: MassHire Partnership Award Presentation to Essex County Community Foundation (Stratton Lloyd, President and CEO)**
  - **Ed O'Sullivan:** As a sector-based partner for about 6 years, Essex County Community Foundation [ECCF] has helped sustain workforce development programs and connections with employers through an inclusive funding and partnership model that has contributed to a record of successful outcomes including a higher number of job placements and higher wages for North Shore residents.
  - **Mayor Pangallo:** on behalf of the City of Salem, I am pleased to present this award for ECCF's contribution as a thought and fiscal partner to many multi-million-dollar philanthropic initiatives on the North Shore including workforce development with MassHire with a focus on clean energy and climate technologies that are so important to our region's future. In addition to this wooden bowl handcrafted locally by a Salem woodworker, I am pleased to also present a "400+" medallion (#18) from the City to ECCF in honor of the City of Salem's over 400-year history that we are celebrating in 2026.
  - **Lisa LaPorte-Pais:** Stratton, thank you for your leadership on the North Shore. MassHire is grateful to work with you and recognizes the "special sauce" that you and your organization bring to the table.
  - **Stratton Lloyd:** thank you for recognizing ECCF with this award. ECCF's goal is to inspire philanthropy and collaboration and with MassHire, program highlights have included manufacturing (through AMTEP), clean energy, F1rst Jobs for youth, and now ESOL-based training. From working in the tech industry for 18 years before joining ECCF, including working with EBSCO on the North Shore, I know it can be a challenge to hire locally and the success of these programs shows that 1) we are stronger together and 2) it is more important than ever to act locally. It is a joy for ECCF to be connected to workforce initiatives with local schools and over 150 engaged employers. The collaborative model works because of the leaders at partner organizations like MassHire with Mary Sarris and Ed O'Sullivan and Essex Tech along with leaders from community partners like Salem and Lynn and I am grateful for this

emblem of that collaboration. Through the success of ECCF's collaboration with partners like these, funders are now coming to ECCF with ideas for leveraging our North Shore infrastructure and ECCF will continue to work to expand funding in this area. Thank you again.

- **Eastern Bank Foundation Grant: Career-Focused English Proficiency Initiative (CFEP) [Ed O'Sullivan]**
  - This is a 2-year pilot program with $1.5 million in funding to serve 300 students contextualized occupational ESOL. The original proposal covered 50 to 75 students but the funder wanted to scale up.
  - MassHire will provide case management services.
  - ECCF is the fiscal agent and co-lead.
  - Partners are Pathways Inc., NSCAP, and North Shore Community College.
  - Students starting this summer will move into CTI programming this fall.
  - Brockton is the other pilot site.

    Program Goals and Objectives
    - Improve English proficiency for adult learners facing employment barriers;
    - Increase workforce readiness through career-focused ESOL instruction (for example, healthcare-focused);
    - Support employment, job retention, and career advancement opportunities;
    - Integrate English language learning with workplace skills and industry-specific training;
    - 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 and ESOL programming.
    - **Ed O'Sullivan:** As a pilot (1 of 4 WBs piloting), there will be adjustments in terms of curriculum, timing, and recruitment strategies.
    - **Josh Shepherd:** Yes, we have a start-up mentality at Pathways…. It is important to be flexible.
- **Guest Speaker Bonnie Carr/SparkSolutions Group: White Paper Results/Manufacturing Workforce and Climatetech Employer Surveys** [conducted for the North Shore Alliance for Economic Development in collaboration with MassHire-North Shore]
  - This research was a deep dive into retirement waves and climatetech in the North Shore's manufacturing sector.
  - For feedback on retirement trends, 58 employers in the AMTEP network were surveyed with 40 (69%) responding.
  - 51% of the respondents rated the ability of their workforce to meet their company's current needs (capacity} as 'sufficient' with 13% responding as 'very sufficient' [for a total of 64%].
  - 33% of the respondents rated the ability of their workforce to meet their company's current needs (capacity) as 'insufficient' with 3% responding as 'very insufficient' [for a total of 36%].
  - 60% of the respondents reported that the hardest role to fill is skilled technician.
  - 35% of the respondents reported that candidates had technical skills gaps for day 1 productivity on the job [particularly in precision measurement, machine operation, and process controls].

    - 23% of the respondents reported sustained difficulty in finding entry-level production workers even though these roles require less prior experience.
- To address the 'silver tsunami' retirement trend in manufacturing which is a significant employment sector on the North Shore, we want to have new workers training with experienced workers and began looking into possible solutions 8 years ago. (For other sectors like healthcare, the picture going forward may be slightly different.)
- Recommendations from this research include developing an awareness campaign, expanding the AMTEP model (the product is the trained employee), looking at transportation links to worksites, and exploring regional apprenticeship initiatives.
- **Danya Smith** asked if specific types of manufacturing were in particular demand and Bonnie responded that electromechanical assembly is back in the spotlight: there is an increasing need for it now although it was twilighted in the past.
- **Ed O'Sullivan:** We have found that for electromechanical assembly it takes 400 hours of training to get employees to the first step so this is a challenge but we will continue to research possibilities.
- **Upcoming Meeting Schedule for FY 2026 [Ed O'Sullivan]**
    - September 10th and November 12th, 2026
    - March 11th and June 10th, 2027

Lisa Laporte-Pais asked for a motion to adjourn the meeting: motion to adjourn by Molly Cohen was seconded by Josh Shepherd. All were in favor, none opposed: the meeting was adjourned.

The meeting ended at 9:35 AM.

- **Program Updates [skipped due to time constraints/see PPT for details]**
    - AMTEP
    - Healthcare/Behavioral Health
    - Digital Literacy Courses
    - MA CEC Offshore Wind/Clean Energy Grant
- ***For reference: Additional Labor Market Information (LMI) Slides in PPT [*not covered in presentation]***
    - MA Labor Force Participation by Race
    - MA Unemployment by Race
    - [MA and North Shore] Initial Unemployment Insurance Claims
    - [North Shore] Initial Unemployment Insurance Claims by Age
    - [North Shore] Initial Unemployment Insurance Claimants by Occupation

CAREER CENTER OVERVIEW

North Shore One-Stop Total	June 26		Actual YTD		June 25 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Customers	399	529	6,699	6,353	5,929
Total Customers	1078	688	8,940	8,250	7,784

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

Employer Services	June 26		Actual YTD		June 25 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Employer Accounts	19	33	222	400	399
Total Employers Served	43	83	514	1000	997
Number of Employers Receiving Job Seeker Referrals	27	15	192	175	153

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

	YTD Actual	Planned Thru End of Grant	June 25 YTD
Adult	67	73	66
Dislocated Worker	69	69	94

Overall WIOA Placement

	YTD Actual	Planned Thru End of Grant	June 25 YTD
Adult	18	43	14
Dislocated Worker	22	40	31

YOUTH DIVISION

WIOA - Out of School Programs

Vendor	Number Served	Number Exited	Number placed/Average Wage	Number Served in FY 25
Action, Inc.	21	11	7/$15.69 hr.	25
Catholic Charities	28	13	6/$17.42 hr.	41
North Shore CDC	20	11	7/$17.67 hr.	25

YOUTH DIVISION [continued]

School to Career Connecting Activities

[State funding for college and career readiness for MassHire staff to offer students hand-on, real-world learning experiences that develop both academic and employability skills.]

Connecting Activities	FY26 Goal	FY26 Actual
Student Work and Learning Experiences	475	684
Workshops and Other Career Readiness Activities	500	741

Youthworks

[State funding for subsidized short-term work experiences combined with career-readiness training for teens/young adults ages 14–25.]

Youthworks	FY26 Goal	FY26 Actual
Summer Placements	400	428
School Year Placements	50	41
Total YW Placements FY26 (Final)	450	469

Budget - Actual Summary by Program

June 30, 2026

FY	Program Description	Budget	Spent & Obligated TD	Amount Remaining	Percent Remaining	
Federal Funds						
2025	WIOA Formula Funds: Adults	636,894.90	636,894.90	-	0.0%	*
2025	WIOA Formula Funds: Dislocated Workers	611,301.60	611,301.60	-	0.0%	*
2025	WIOA Formula Funds: Youth	732,058.60	732,058.60	-	0.0%	*
2025	WIOA Formula Funds: Administration	177,217.90	177,217.90	-	0.0%	*
2026	WIOA Formula Funds: Adults	605,061.00	180,911.24	424,149.76	70.1%	*
2026	WIOA Formula Funds: Dislocated Workers	566,479.80	160,833.98	405,645.82	71.6%	*
2026	WIOA Formula Funds: Youth	634,578.30	476,847.68	157,730.62	24.9%	*
2026	WIOA Formula Funds: Administration	200,679.90	65,495.93	135,183.97	67.4%	*
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	30,071.18	24,996.82	45.4%	*
2024	RESEA Performance allocation	125,000.00	125,000.00	-	0.0%	*
2025	RESEA Performance allocation	225,000.00	101,638.43	123,361.57	54.8%	*
2023	Upskilling Navig ARPA	456,532.83	456,532.83	-	0.0%	*
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	1,857,714.37	555,490.63	23.0%	*
2024	HC BH HUB Continuation	424,205.21	152,364.45	271,840.76	64.1%	*
2026	Vets: Disabled Veterans Outreach Program	28,294.00	12,818.32	15,475.68	54.7%	
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	45,597.06	29,402.94	39.2%	*
2026	FP Youth Gateway City Pilot	75,000.00	21,079.64	53,920.36	71.9%	*
2025	Digital Literacy	146,310.00	138,115.49	8,194.51	5.6%	*
	Total Federal Funds	***$ 8,642,263.16***	***$ 6,348,665.91***	***$ 2,293,597.25***	***26.5%***	
State & Local Funds						
2024	Off Shore Wind 3yr.	1,196,397.00	672,885.55	523,511.45	43.8%	*
2026	State One Stop	563,019.92	563,019.92	-	0.0%	
2026	Workforce Training	95,000.00	95,000.00	-	0.0%	
2026	DTA CIES	110,669.00	24,478.49	86,190.51	77.9%	
2025	FY 25-26 Youth Works	1,320,200.00	1,155,131.70	165,068.30	12.5%	
2026	FY 26-27 Youth Works	878,400.00	300,693.00	577,707.00	65.8%	
2026	Connecting Activities	355,425.00	240,133.75	115,291.25	32.4%	
2026	Early College	8,000.00	8,000.00	-	0.0%	
2025	FY25 EA Shelter	124,911.34	124,911.34	-	0.0%	*
CY2025	GE Foundation	561,569.00	484,388.43	77,180.57	13.7%	
CY2026	GE Foundation	405,924.00	216,132.25	189,791.75	46.8%	
2025	WCTF FY25 Manufacturing Training	500,000.00	448,631.12	51,368.88	10.3%	*
2026	HVAC	135,000.00	48,897.87	86,102.13	63.8%	*
2026	CTI Essex Tech	80,000.00	14,460.06	65,539.94	81.9%	*
2026	CTI Lynn Tech	144,000.00	14,106.32	129,893.68	90.2%	*
2026	CTI Salem High	177,600.00	13,022.19	164,577.81	92.7%	*
2026	WIOA Partners	22,755.30	22,755.30	-	0.0%	
2025	DTA WPP	7,940.53	1,176.10	6,764.43	85.2%	
	Total State Funds	***$ 6,686,811.09***	***$ 4,447,823.39***	***$ 2,238,987.70***	***33.5%***	

*** Multi-Year Grant**