



NORTH SHORE WORKFORCE BOARD

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DATE: 11/7/2025
TO: Board of Directors
FROM: Ed O'Sullivan
RE: November 13, 2025, Board Meeting

The North Shore Workforce Board will meet in person at 8 AM on Thursday, November 13th in Salem at the City Hall Annex, 98 Washington Street (Large Conference Room – 1st floor). Metered parking is available in the lot behind the building.

AGENDA

1. Chair's Report

- A. WIOA Update – Budget Updates
- B. Massachusetts Jobs and Workforce Summit – September 25th @ Northern Essex Community College
- C. Board Meeting Structure (Potential change to 4 meetings per year....)
- D. Spirit of MassHire Award
- E. ESOL Occupational Skills Class (Pilot)
 - Occupational Focus
 - Feeder program into our existing training programs (AMTEP, Clean Energy, CTI, and ultimately, Healthcare)

2. Youth Summer Jobs Program (Summer 2026) *Think of skill(s) gained from 1st job(s) that are still in use today?

Youth Program 2025 Overview - Summary

- A. F1rstJobs - "Do you remember yours?"
- B. Private Sector Outreach and Job Development

3. AMTEP

- A. Update and Data from Recent Classes

4. Program Updates

- A. Healthcare (including Behavioral Health)
- B. Pre-apprentice/Clean Energy
- C. Mass Broadband Initiative Digital Literacy Project

5. Upcoming Meeting Schedule for FY 2026

January 8, 2026 – March 12, 2026 – 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

November 13, 2025

Prepared on
October 31, 2025

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MassHire-North Shore Workforce Board of Directors

Meeting Minutes for September 11, 2025

Directors attending: Charles Anastos, Tom Daniel, John Flinn, Meaghen Hamill, Emily Hayden, William Heineman, Lisa LaPorte-Pais, James LeBlanc, Paul Mahoney, Dave Manning, Heidi Riccio, Neal Roderick, Josh Shepherd, Danya Smith, Diane Smith, William Tinti

Directors not attending: Karen Andreas, Justin Anshewitz, Jay Daley, Cecilia Gray, John Keenan, Joy Livramento-Bryant, Laurie Roberto, Joe St. Pierre, Tom Sands, Steve Shea, Kara Sittig, Steve Zrike

Others attending: Amanda Amaral (Northeast Employment Collaborative, Riverside Community Care [NEEC]), Lisa Berube (Essex Agricultural & Technical School), Judy Bower (MassHire Department of Career Services), Teri McDonough (City of Salem), Jennifer James Price (North Shore Community College), Mario Sousa (Salem Public Schools), Shannon Spinoza (Peabody Public Schools), Laura Swanson (North Shore Alliance for Economic Development/Enterprise Center at Salem State University)

MHNS WB staff attending: Eliud Alcala, Katie Crowder, Cheryl Dick, Sandra Efstratiou, Marcia Griesdorf, Kari Heen, Omar Nunez, Kate O'Malley, Ed O'Sullivan, Maranda Smith

The meeting format was virtual via Zoom.

A quorum was present with 16 members represented.

The meeting began at 8:03 AM with a moment of silence in remembrance of 9/11/2001.

Charles Anastos motioned to accept the May 8th WB meeting minutes as submitted, seconded by Danya Smith: all in favor, none opposed.

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 Update – Budget Updates [Lisa LaPorte-Pais]**
 - WIOA reauthorization is still pending and active conversations are ongoing. [Since 2020, WIOA has been funded through temporary extensions in annual appropriations.]
 - A block grant format is proposed (state would apply) but is unlikely to move forward.
- **Youth Pilot Summer Private Sector Program [Lisa LaPorte-Pais]**
 - We are collaborating on a proposal for FY26/27/28 with two gateway cities (Salem and Lynn), two anchor employers (Salem Hospital/Mass General Brigham and Lynn Community Health Center), the MassHire North Shore Career Center, LEAP for Education, and the Essex County Community Foundation.
 - The application is competitive since it is open to all 16 MA gateway cities through the office of the Secretary of Labor and Workforce Development and required a quick turnaround to pull a pilot group together based on some past start-up work pre-COVID. Many thanks to all involved including Mayor Pangallo and Lynn's Mayor Nicholson and Danye Smith for their support of this proposal.
- **Massachusetts Jobs and Workforce Summit [Lisa LaPorte-Pais]**
 - Scheduled for September 25th at Northern Essex Community College
 - Speakers include Paul McMurtry (House Chair, Joint Committee on Labor and Workforce Development), Jacob Oliveira (Senate Chair, Joint Committee on Labor and Workforce Development), Lauren Jones (Secretary, Executive Office of Labor and Workforce Development), and Curtis Dubay (Chief Economist at the U.S. Chamber of Commerce). There will be additional breakout sessions on the economy, etc.

- Nancy Huntington Stager, a former WB member for over 10 years and the Eastern Bank Foundation's former President and CEO, will be receiving the Kathie Mainzer Award this year. Nancy championed the use of data to direct WB programming and was also involved with national-level WB mentoring projects. Mary Sarris, the former WB's former Executive Director, received the award last year.
- MHNS board members are welcome to attend: please let Ed know if you would like more information.
- **Labor Market Information [LMI]: North Shore Unemployment [Ed O'Sullivan]**
 - National unemployment increased 0.1% from July, 2024, to July, 2025.
 - Massachusetts unemployment increased 0.3% in the same time period.
 - North Shore unemployment is trending to a 0.4% increase with July 2025 data still pending.
- **Labor Market Information [LMI]: Labor Force Participation [Ed O'Sullivan]**
 - The current MA labor force participation rate of 66.9% is 6.9% higher than the COVID rate of 60% and .3% higher than the July 2020 rate of 66.3%.
 - For July 2025, the labor force participation rate has decreased .9% over the past year.
 - The MHNS Career Center is seeing an increase in customers, including those with advanced degrees particularly from the layoffs in the biotech sector and also from the AI industry and the administrative side of healthcare, as well as former federal workers.
- **WIOA Youth Vendors [Katie Crowder]**
 - Federal funds are used at contracted vendor programs for year-round services to out-of-school youth ages 16-24 for HiSET/GED attainment so they can move on to training, college, the military, or employment.
 - Mandated to go out to bid every 2 years, the RFP released in April and 3 responses were received, all from current vendors.
 - Objective reviewers from the Youth Pipeline Committee conducted the review process.
 - New contracts will be in effect from September 1, 2025, through September 30, 2026 (13 months since WIOA funding is pending), and the following year's contract will start October 1, 2026.
 - The new contract dates will align better with federal allocation timelines (this year's funds didn't come through until the end of June) and provide more planning time for summer programming.
- **WIOA Youth Programs [Katie Crowder]**
 - Recommended contract amounts (due to reduced funding, the number served is lower than in past years):
 - Action Inc. Compass Youth Program: \$237,652.72 to serve 19 youth.
 - North Shore Community Development Coalition, YouthBuild Program: \$138,499 to serve 12 youth.
 - Catholic Charities North, YouthWorks Program: \$218,768 to serve 28 youth.
 - From August 27th through September 2nd, 2025, the Board of Directors submitted 23 electronic responses to the question "Do you approve of the Review Committee's recommendation to fund the WIOA Youth Proposals as described above?" with 22 votes (95.7%) in favor of the funding recommendations and 1 abstaining due to a conflict of interest.
- **Final Vote: Board of Directors Confirms WIOA Youth Program Funding Recommendation [Katie Crowder]**
 - *Diane Smith motioned to confirm the Board's electronic responses, seconded by Josh Shepherd.*
 - *All in favor, none opposed.*
 - **[Ed O'Sullivan]:** special thanks to Katie Crowder, Cheryl Dick, and the City of Salem's Purchasing Department for their help during this procurement process.
- **Guest Speaker: Laura Swanson, North Shore Alliance for Economic Development (Executive Director of the Enterprise Center at Salem State University)**
 - [Bringing together regional leaders from 30 communities to explore and take action on economic development issues that can help grow the region, including those that advance the Commonwealth as a whole, the Alliance is a cogent broad-based voice of collaborative advocacy on the issues of economic development, transportation and infrastructure planning, and education and workforce issues.]
 - **The North Shore Alliance's key program offerings include:**
 - The Alliance Policymakers Speaker Series

- Quarterly Meetings with the Region’s Economic & Community Development Directors and City & Town Planners
- North Shore Small Business Diversity Directory
- Small Business Workshops and Business Clinics List
- Regional Priority Development Site List
- Regional Calendar
- Weekly E-newsletter

➤ **LMI Research Projects with MHNS:** Thanks to the North Shore Alliance and Board members who have contributed to these efforts!

- **Youth Labor Market Blueprint:** a brief 8-page guide for designed for teens [and reviewed for readability by two high school interns working for MHNS this summer!], *Choosing Your Career* is designed/simplified for youth but a useful summary for adults as well. Highlighting the North Shore’s critical industries of Healthcare, Financial Services, Manufacturing, and Construction with additional information on the growing North Shore industries of Life Sciences and Clean Energy, it provides information on career pathways, including salaries and educational requirements with references to additional resources/links. This guide should be especially helpful to youth who may not have access to career pathway information through family or other contacts.

[Charles Anastos]: Tuition reimbursement benefits may also be attractive to those youth interested in entering the job market sooner rather than later.

[Ed O’Sullivan]: Yes, the goal of the pathways diagrams is to help foster career growth... for instance in healthcare, by showing how a CNA can advance step-by-step to an LPN, RN, and beyond.

- **North Shore – Healthcare / Occupational Deep Dive with the UMass Donahue Institute:** to supplement the Northeast Regional Blueprint released last summer, additional research on target occupations and related occupations including number of job openings and projections, along with information on education and skills requirements, wages, and local training providers. Special thanks to board members Paul Mahoney [BaneCare] and Meghan Hamill [Lynn Community Health Center] who were interviewed as part of the project along with Tim Reilly [Beth Israel Lahey Health], Jenn Price [North Shore Community College], and MHNS’s Marcia Griesdorf.

Healthcare: Key Recommendations

- ✓ Provide training and certification in multiple languages to reach more potential staff and accommodate diverse patient populations.
- ✓ Provide support/flexibility to help employees be successful when faced with challenges like transportation issues, family responsibilities/schedules, and training for the hiring process.
- ✓ Provide career pipelines and further educational opportunities to help recruit and retain staff.
- ✓ Provide internal training and advancement opportunities to encourage retention.

[Marcia Griesdorf]: Since healthcare consumers have many different options for necessary services now, this will impact healthcare workers in the near future since the industry is changing fast.

○ **Breakout Sessions: break into 3 groups for about 15 minutes and for each LMI project/document, please discuss...**

- Who should we share this with?
- Who are the key stakeholders to best showcase this information?
- What should our strategy be to best utilize this information?

○ **Upcoming Meeting Schedule for FY26 [Ed O’Sullivan]**

- 2nd Thursdays of alternating months at 8 AM, September through May
- November 13, 2025 (possibly in person) and January 8, March 12, and May 14, 2026

The meeting ended at 9:03 AM.

○ *Please note: the following slides were skipped due to time constraints. Please see the PPT for update details on the Healthcare/Behavioral Healthcare Hub, MA CEC Offshore Wind/Clean Energy Grant, AMTEP, and Digital Literacy Courses.*

CAREER CENTER OVERVIEW

North Shore One-Stop Total	Sept. 25		Actual YTD		Sept. 24 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Customers	804	529	1,864	6,353	1,364
Total Customers	1,705	688	3,128	8,250	2,347

Youth Career Center	Sept. 25		Actual YTD		Sept. 24 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Customers	65	29	65	350	480
Total Customers	72	83	72	1000	487

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 / Sept. 2025 will be included in the January, 2026, Career Center Overview.*

Employer Services

	Sept. 25		Actual YTD		Sept. 24 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Employer Accounts	33	33	67	400	131
Total Employers Served	70	83	138	1000	324
Number of Employers Receiving Job Seeker Referrals	25	15	64	175	36

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

	YTD Actual	Planned Thru End of Grant	Sept. 24 YTD
Adult	44	73	50
Dislocated Worker	43	69	74

Overall WIOA Placement

	YTD Actual	Planned Thru End of Grant	Sept. 24 YTD
Adult	N/A*	43	1
Dislocated Worker	N/A*	40	0

*Placement data currently not available

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
Visible Edge	7	0	0	N/A	N/A	33
North Shore CC	7	0	0	N/A	N/A	14
BCI	2	0	0	N/A	N/A	4
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.	18	1	1/\$16 hr.	25
Catholic Charities	20	2	0	41
North Shore CDC	20	1	1/\$18 hr.	25

DESE - In School Programs

	Goal	Actual
Student Work and Learning Experiences	475	415

Budget - Actual Summary by Program					
September 30, 2025					
FY	Program Description	Budget	Spent & Obligated TD	Amount Remaining	Percent Remaining
Federal Funds					
2025	WIOA Formula Funds: Adults	636,894.90	365,873.33	271,021.57	42.6% *
2025	WIOA Formula Funds: Dislocated Workers	611,301.60	402,931.45	208,370.15	34.1% *
2025	WIOA Formula Funds: Youth	693,529.20	588,243.69	105,285.51	15.2% *
2025	WIOA Formula Funds: Administration	215,747.30	99,354.60	116,392.70	53.9% *
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	-	634,578.30	100.0% *
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	55,615.82	927.18	1.6% *
2026	Wagner Peyser ES, 10%	55,068.00	-	55,068.00	100.0% *
2024	RESEA Performance allocation	125,000.00	66,808.31	58,191.69	46.6% *
2025	RESEA Performance allocation	225,000.00	-	225,000.00	100.0% *
2023	Upskilling Navig ARPA	457,170.83	415,979.04	41,191.79	9.0% *
2023	WCTF FY21 Donnelly Training BH	319,880.00	256,762.54	63,117.46	19.7% *
2024	HC HUB Continuation	2,413,205.00	1,378,591.54	1,034,613.46	42.9% *
2024	HC BH HUB Continuation	558,114.47	112,966.87	445,147.60	79.8% *
2026	Vets: Disabled Veterans Outreach Program	28,294.00	2,429.15	25,864.85	91.4%
2026	SNAP WPP Expansion	1,953.12	1,953.12	-	0.0%
2025	FP OIFSP	50,000.00	22,267.32	27,732.68	55.5% *
2026	FP OIFSP	75,000.00	-	75,000.00	100.0% *
	Total Federal Funds	\$ 8,555,500.42	\$ 3,769,776.78	\$ 4,785,723.64	55.9%
State & Local Funds					
2026	State One Stop	563,019.92	55,573.43	507,446.49	90.1%
2026	Workforce Training	95,000.00	12,898.44	82,101.56	86.4%
2026	DTA CIES	110,669.00	15,137.74	95,531.26	86.3%
2024	Off Shore Wind 3yr.	1,196,397.00	492,576.41	703,820.59	58.8% *
2025	FY 25-26 Youth Works	1,320,200.00	979,810.85	340,389.15	25.8%
2026	Connecting Activities	355,425.00	11,281.03	344,143.97	96.8%
2026	Early College	8,000.00	-	8,000.00	100.0%
2025	FY25 EA Shelter	124,911.34	103,912.21	20,999.13	16.8% *
CY2025	GE Foundation	561,569.00	361,153.13	200,415.87	35.7%
2025	WCTF FY25 Manufacturing Training	500,000.00	198,497.49	301,502.51	60.3% *
2025	Digital Literacy	157,310.00	114,847.48	42,462.52	27.0% *
2025	DTA WPP	5,982.00	-	5,982.00	100.0%
	Total State Funds	\$ 4,998,483.26	\$ 2,345,688.21	\$ 2,652,795.05	53.1%
* Multi-Year Grant					
			-		