



NORTH SHORE WORKFORCE BOARD

BOARD REPORT

May 12, 2022

Prepared on
April 27, 2022

TABLE OF CONTENTS

	Page
Minutes of Board Meeting of March 10, 2022	3
Career Centers Division	6
Training Division / Workforce Innovation and Opportunity Act	8
Youth Services Division	8
Financial Reports	9

MassHire-North Shore Workforce Board of Directors

Meeting Minutes for March 10, 2022

Directors attending: Tracey Cahalane, Tom Daniel, Amy Doherty (for Thelma Williams), John Flinn, Anna Freedman, Lyndsay Harris, William Heineman, Emely Herrera (for Joy Livramento-Bryant), Mickey Long, Paul Mahoney, Dave Manning, Lisa Pais, Heidi Riccio, Marv Russell (for Beverly Hospital), Steve Shea, Diane Smith, Kathy Thurman, Stan Usovicz

Directors not attending: Karen Andreas, Justin Anshewitz, Brian Cranney, Dave Gravel, John Keenan, Laurie Roberto, Bill Tinti, Patrick Tutwiler

Others attending: Bonnie Carr (Essex North Shore Agricultural & Technical School), Maria Ferri (Peabody Public Schools), Dianne Palter Gill (North Shore Community College), Cecilia Gray (General Electric Aviation), Mary Deighan (Sen. Lovely's office, MA Legislature), Judy Bower (MassHire Department of Career Services)

Staff attending: Stephanie Chery, Katie Crowder, Laurie Giardella, Kari Heen, Kathy Hoffman, Ann-Marie O'Keefe, Kate O'Malley, Ed O'Sullivan, Mary Sarris, Paul Ventresca

Due to COVID-19 restrictions, the format was virtual (using Zoom).

A quorum was present with 18 members attending.

The meeting began at 8:05 AM.

CHAIR'S REPORT

(Presented jointly by Tracey Cahalane, Chair, and Mary Sarris, Executive Director)

[A PowerPoint presentation is on file with highlights included below. Attendee comments are paraphrased.]

(Tracey Cahalane):

- The North Shore Youth Career Center at North Shore Community College will be opening soon! The move from Salem to Lynn is scheduled for later this month.
- WIOA initial estimates for Massachusetts, FY2023:
 - WIOA adult and youth allocations are estimated to increase by 17% each to \$12,490,027 for adult and \$14,661,193 for youth.
 - Dislocated worker allocations may decrease slightly (by .2%) to \$12,094,922.
- Unemployment rates through December, 2021, have continued to decline: 3.6% for the North Shore and 3.5% for MA (from an April, 2020, pandemic high of 17.6% for the North Shore and 16.3% for MA)

(Mary Sarris):

- The Executive Office of Labor and Workforce Development, Executive Office of Housing and Economic Development, MassHire Career Centers and Workforce Boards, and the Commonwealth Corporation are joining forces to present a series of workforce and upskilling road shows.
- Essex Tech is hosting the North Shore road show, likely sometime in April with the date TBA.

Manufacturing Sector Training/AMTEP (Kate O'Malley/North Shore [Advanced Manufacturing Training Expansion Program]):

- 91% completed their AMTEP training during the pandemic and 82% were employed at an average starting rate of \$22/hour.
- More cycles are underway for 2022 in foundations for machining, manual & CNC machining, electro-mechanical assembly, and welding courses with a current combined enrollment of 113 students (25 students completed a cycle at Essex Tech in February and 40 students completed a cycle at North Shore Community College in March).
- In addition to Essex Tech and NSCC, other educational partners are the E-Team at LVTI [Lynn Vocational Technical Institute] and Gloucester High CTE.
- Thank you to our educational partners and the GE Foundation, Essex County Community Foundation [ECCF], Northeast Advanced Manufacturing Consortium [NAMC], MassHire-North Shore, and the AMTEP Industry Advisory Committee.
- Mary Sarris: Longer-term funding (through '25/'26 in this case) is very helpful for planning ahead and building momentum.

Manufacturing Sector Training/Apprenticeships (Mary Sarris):

- Following the North Shore model, 50 new apprenticeships were initiated statewide in FY22.
- 2 more are slated for MassHire-North Shore in March (advanced manufacturing/quality inspection with Berkshire/Whitecraft Group).
- 9 more are slated for MassHire-Greater Lowell (production and inventory management specialist with Mack Technologies).

Healthcare Sector Training (Mary Sarris):

- Lynn Community Healthcare is using first-time training funds to supplement their budget and initiate behavioral health training for 60 incumbent staff.
- Lahey plans to train 260 incumbent staff in behavioral health training including enrolling 25 as students in NSCC college prep courses as well as providing clinical supervision for staff with college degrees/master's to prepare for licensure.
- Ongoing MHNS work in CNA/MA training, including building a pathway to nursing for incumbent workers/new hires in local healthcare providers.
 - **Kathy Thurman:** Regarding the pathway to nursing program, what's the timeframe since it can take 4 years for a CNA to become an LPN? [Medical assistants may also be interested in pursuing nursing]

- **Dianne Palter Gill** (from the chat log): North Shore Community College also just started a Personal Care Assistant [PCA] course.
- **Dianne Palter Gill**: note that PCA compensation is better than CNA compensation.
- **Bill Heineman** (from the chat log): And there are other potential healthcare-related pathways/programs besides nursing [like respiratory therapy and surgical tech].
- **Mary Deighan** (from the chat log): Physician Assistants require a large number of clinical hours in a patient-focused position like a CNA or EMT before they can even apply. Sharing information at colleges with pre-health students might be helpful. They would only be working for a couple of years at that level but still could be useful with such dire staffing situations.
- **Lisa Pais** (from the chat log): Is it possible to market CNA positions and training to local high schools? I suspect there are many that will not move directly to college and the compensation could seem impressive to the youth/students for the short term and a medical career path may be of interest.
- **Dianne Palter Gill** (from the chat log): We do have a number of students who take our NSCC CNA course who are high school students.
- **Katie Crowder** (from the chat log): Young people don't know what they don't know! They need adults (lots of them!) to describe occupation options clearly from a young age.

WB committees look forward to your input! (Ed O'Sullivan):

- We welcome new members to the WB Skills, Systems, and Youth committees where details of sector grants are discussed.
- Thank those who are already involved in sharing their expertise.

Life Sciences Consortium of the North Shore (Mary Sarris):

Includes North Shore Community College, Salem State University, Endicott College, Gordon College, etc.: the WB provided labor market research for a grant proposal

Tracey Cahalane: motion to accept previous WB meeting minutes as submitted.

- *November 18, 2021: all in favor, none opposed*
- *January 13, 2021: all in favor, none opposed*

Tracey Cahalane: motion to adjourn, seconded by Mickey Long.

The meeting ended at 8:58 AM.

Upcoming Board meetings for FY22: 8 AM on the following date with Zoom details to come...

- May 12, 2022

CAREER CENTER OVERVIEW

Youth Career Center ¹	Mar, 22		Actual YTD		Mar, 21 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	42	33	681	393	736
Total Customers	122	63	2,218	750	1,315

North Shore One-Stop Total ²	Mar, 22		Actual YTD		Mar, 21 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	202	226	1,864	2,716	2,105
Total Customers	727	354	2,997	4,250	3,033

One-Stop Placements ³	Q4FY21	Q1FY22	Q2FY22	Q2FY22
FY 20 & 21	56%	53%	54%	54%

Job Seeker Satisfaction – February / March 2022

System-Wide (n = 89)	Highly Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Highly Dissatisfied
How would you rate your level of satisfaction with MHNSCC?	60 (67%)	16 (18%)	5 (6%)	2 (2%)	6 (7%)

Employer Satisfaction – February / March 2022

System-Wide (n = 4)	Highly Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Highly Dissatisfied
Overall satisfaction with Career Center services	1 (25%)	2 (50%)	0 (0%)	0 (0%)	1 (25%)

Employer Services

	Mar, 22		Actual YTD		Mar, 21 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Employer Accounts	84	50	450	600	351
Total Employers Served	216	150	1,196	1,800	993
Number of Employers Listing Job Orders	54	42	274	500	333

¹ Youth Career Center New Customer is an unduplicated count while total customers is a count of customers each time a youth received a service.

² North Shore One-Stop New & Total Customers is an unduplicated count of customers who received a service from either the Salem Hub or an Access Point.

³ Q3FY21 Placements have not been reported by MassHire Department of Career Services

ACCESS POINT OVERVIEW

Salem – The Hub	Mar, 22		Actual YTD		Mar, 21 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	193	145	1,825	1,745	1,988
Total Customers	647	210	2,913	2,521	3,054

Gloucester -AP	Mar, 22		Actual YTD		Mar, 21 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	7	15	32	179	78
Total Customers	36	31	58	370	162

NSCC – AP	Mar, 22		Actual YTD		Mar, 21 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	0	58	20	690	135
Total Customers	3	104	55	1,246	245

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT**Overall WIOA Activity**

	YTD Actual	Planned Thru End of Grant	Mar, 21 YTD
Adult	38	69	37
Dislocated Worker	107	126	114

Overall WIOA Placement

	YTD Actual	Planned Thru End of Grant	Mar, 21 YTD
Adult	4	38	6
Dislocated Worker	37	80	16

Preferred Vendor Performance (top 6 vendors in terms of enrollments)

Vendor	Number Served	Number Exited	Number Placed	Placement Rate	Average Wage	Number Served in FY 21
Salem State	9	1	1	100%	\$36.06	14
North Shore CC	8	0				26
Millennium	5	0				1

Network Technology	4	1	1	100%	\$43.27	1
Visible Edge	4	1	1	100%	\$75.96	5
Wellspring House	3	0				1

YOUTH DIVISION

Workforce Investment Act Programs

Vendor	Number Served	Number Exited	Number placed/ Average Wage	Number Served in FY 21
Action, Inc.	9	2	1/\$13.50	11
Catholic Charities	16	1	1/14.50	23
North Shore CDC	7	0		5

	Goal	Actual
Student Work and Learning Experiences	475	435

Budget - Actual Summary by Program
As of March 31, 2022

Fund #	FY	Program Description	Budget	Spent & Obligated TD	Amount Remaining	Percent Remaining
Federal Funds						
4068	2019	NAMC Apprentice Continuation Grant	\$ 492,000	\$ 453,516	\$ 38,484	7.8%
4108	2021	Return to Work	12,500	12,500	(0)	0.0%
4124	2022	Trade Adjustment Assistance Case Mgmt.	66,871	-	66,871	100.0%
4114	2021	Trade Adjustment Assistance Case Mgmt.	38,480	13,076	25,404	66.0%
4123	2021	UI Walk-in	15,000	-	15,000	100.0%
4121	2022	Vets: Disabled Veterans Outreach Program	209,000	19,789	189,211	90.5%
4110	2021	Wagner Peyser ES 90%	855	855	-	0.0%
4110	2021	Wagner Peyser ES, 10%	52,871	52,871	-	0.0%
4110	2022	Wagner Peyser ES, 10%	59,575	-	59,575	100.0%
4109	2021	WIOA Formula Funds: Adults	294,927	294,923	4	0.0%
4109	2021	WIOA Formula Funds: Dislocated Workers	481,664	481,424	240	0.0%
4109	2021	WIOA Formula Funds: Youth	308,623	308,623	(0)	0.0%
4109	2021	WIOA Formula Funds: Administration	120,578	120,578	0	0.0%
4119	2022	WIOA Formula Funds: Adults	545,657	137,994	407,663	74.7%
4119	2022	WIOA Formula Funds: Dislocated Workers	691,553	313,986	377,567	54.6%
4119	2022	WIOA Formula Funds: Youth	601,043	284,728	316,314	52.6%
4119	2022	WIOA Formula Funds: Administration	204,250	87,502	116,748	57.2%
4106	2020	RESEA-Re-employment Eligibility Assessment:	45,449	45,449	-	0.0%
4107	2021	RESEA-Re-employment Eligibility Assessment:	13,854	13,854	-	0.0%
4125	2021	Apprentice Expansion	249,080	230,025	19,055	7.7%
Total Federal Funds			\$ 4,503,831	\$ 2,871,695	\$ 1,632,136	36.2%
State & Local Funds						
4652	2022	DTA – TAO SNAP	\$ 19,362	\$ 19,362	\$ -	0.0%
4646	2022	Early College Salem State	8,000	2,296	5,704	71.3%
2187	2022	Earned Funds	23,996	23,089	907	3.8%
4651	2022	Health Care Hub	375,660	201,296	174,364	46.4%
4617	2022	LHAND- Jobs Plus	150,000	133,062	16,938	11.3%
4649	2021	State One-Stop Career Centers	634,600	212,122	422,478	66.6%
4645	2021	Workforce Training Fund: WIB Support	95,000	65,801	29,199	30.7%
4653	2021	Youth Works – Summer 2021	960,840	619,488	341,352	35.5%
4639	2021	GE Foundation	403,846	275,598	128,248	31.8%
4643	2021	Youth HSSEIP	162,000	99,609	62,391	38.5%
4644	2022	Connecting Activities	349,790	236,774	113,016	32.3%
4647	2022	DTA - CIES	224,392	68,122	156,270	69.6%
4654	2022	DTA - WPP	55,017	46,191	8,825	16.0%
4655	2022	VMT Manufacturing	81,875	39,182	42,693	52.1%
4656	2022	Youth Works - Staffing	35,000	12,487	22,513	64.3%
4657	2022	Youth Works - Year Round	256,906	241,274	15,632	6.1%
4658	2022	GE Foundation	429,448	59,480	369,968	86.1%
4659	2022	NE Regional Planning	10,000	1,373	8,627	86.3%
4660	2022	Behavioral Health Partnership Exp & Train	168,231	138,664	29,567	17.6%
4661	2022	Mass Tech Collaborative (MTC)	28,172	-	28,172	100.0%
4662	2022	Youth Works Year Round - Supplemental	78,690	78,690	-	0.0%
4663	2021	Youth HSSEIP	718,902	315,067	403,835	56.2%
4635	2021	NSCC OIFSP	50,000	27,060	22,940	45.9%
Total State Funds			\$ 5,300,364	\$ 2,896,726	\$ 2,403,638	45.3%
TOTAL FUNDS			\$ 9,804,195	\$ 5,768,421	\$ 4,035,774	41.2%