



NORTH SHORE WORKFORCE BOARD

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Date:
TO: Board of Directors
FROM: Mary Sarris
RE: Nov 18, 2021 Board meeting

The North Shore Workforce Board will meet on November 18, 2021 – 8:00AM to 9:00AM. In the interest of safety, we will continue with the zoom format. Connection details for this meeting will be released shortly. Below is our agenda.

1. *Chair's Report*
 - A. *Introduction of New Career Center Director and New Director of Grants/Finance*
 - B. *Career Center Open For In-Person Services*
 - C. *Off Shore Wind Project in Salem*
 - D. *New manufacturing shop in Lynn*
 - E. *Status of Cherry Hill Office Park study*
2. *Discussion – Where Are The Workers!*
3. *Commonwealth's Plan for Post-Covid Training Activity*
4. *Other updates*
5. *Committee Reports – Summaries of FY2021*
6. *Upcoming Meeting Schedule for FY 2022*
 - *Jan. 13, 2022; March 10, 2022; May 12, 2022*

As always your input and leadership is needed – particularly in these complicated and challenging times. Looking forward to seeing you on the 18th!

Mission: We put the North Shore to work
Through collaborative leadership, the North Shore WB ensures that programming across multiple organizations and educational institutions meets evidence-based business and worker needs for highly valued skills in our very competitive labor market.

c.c.: Edward O'Sullivan, Laurie Giardella Paul Ventresca, Will Sinatra, Kate O'Malley, Katie Crowder, Kari Heen, Tedi Markham



NORTH SHORE WORKFORCE BOARD

BOARD REPORT

November 18, 2021

Prepared on
November 12, 2021

TABLE OF CONTENTS

	Page
Minutes of Board Meeting of September 9, 2021	3
Career Centers Division	6
Training Division / Workforce Innovation and Opportunity Act	7
Youth Services Division	8
Financial Reports	9

MassHire-North Shore Workforce Board of Directors

Meeting Minutes for September 9, 2021

Directors attending: Justin Anshewitz, Tracey Cahalane, Brian Cranney, Tom Daniel, John Flinn, Anna Freedman, Deborah Gaudet (for Diane Smith), David Gravel, Marcia Griesdorf, Lyndsay Harris, William Heineman, Joy Livramento-Bryant, Paul Mahoney, David Manning, Steve Maser (for John Keenan), Lisa Pais, Heidi Riccio, Steve Shea, Kathy Thurman, Thelma Williams

Directors not attending: Karen Andreas, Tim Doggett, Mickey Long, Laurie Roberto, Bill Tinti, Patrick Tutwiler, Stan Usovicz

Others attending: Lisa Berube and Bonnie Carr (Essex North Shore Agricultural & Technical School), Dianne Palter Gill (North Shore Community College), Rosa Alvarado (Rep. Tucker's office, MA Legislature), Mary Deighan (Sen. Lovely's office, MA Legislature), Josh Eichen and Sukanya Sharma (Metropolitan Area Planning Council/MAPC), Judy Bower (MassHire Department of Career Services)

Staff attending: Katie Crowder, Kari Heen, Tedi Markham, 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 20 members attending.

The meeting began at 8:03 AM.

Lisa Pais motioned to move forward with the vote on the proposed WB officer roster, rescheduled from the May 13th Board meeting. Justin Anshewitz seconded the motion. All in favor/none opposed. The re-elected WB officers are as follows:

- Chair – Tracey Cahalane, Microline Surgical
- Vice Chair – David Gravel, GraVoc
- Treasurer – Anna Freedman (replaced Laurie Giardella as the new Finance Director for the City of Salem since the May meeting)
- Secretary/Clerk – John Flinn, Innovent Technologies

Kathy Thurman motioned to approve the May 13th meeting minutes. Lisa seconded the motion. All in favor/none opposed.

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.]

Status of Youth RFP (Mary): 6/29 Board vote (virtual format) on second round RFP. Contracts are in place with previous vendors Action Inc., Catholic Charities, and North Shore CDC.

Other updates (Tracey):

- 4-year plan: has been filed as required by law and accepted by the Department of Career Services. It is also posted on the WB website and has been shared with our partners.
- Career Center contract: signatures are in process
- Career Center opening for walk-in services: postponed and now planned for October 4th

Funding updates (Mary): see PPT chart

- 2-year grants continuing
- Note carry-in money (money from previous year not fully-spent)
- New grant for adults and dislocated workers: MA funding increased by 30% so the North Shore award was higher than the state's.
- With increased youth funding, we hope to add occupational certification.
- Smaller increase in Wagner-Peyser funds
- Youthworks funding: Early College funding is flat.
- DTA funding decreased but may result in level-funding later.
- One-Stop Career Center funding has almost doubled: Career Center staff are working hard to fill training programs.
- Apprenticeships: expect to see funding fully-spent by the end of the year
- Hiring two NAMC coordinators to assist with program expansion; NAMC training manager Tedi Markham will continue to help the program evolve.
- GE funding for AMTEP has been a great support including helping to redo the machine shop at Lynn Tech. However, AMTEP funding is structured to decrease every year to be replaced by other funding sources.
- 2-year Healthcare Hub grant is underway: it's good timing because of the need for workers in that sector.

MAPC Presentation (Josh Eichen and Sukanya Sharma):

- Workforce heat map shows where are primary industries located.
- Chart shows that current wages for certain jobs aren't sufficient to afford local apartment rents.
- Cherry Hill Business/Industrial Park transportation initiative: 50+ industries around the Park posted 750+ job openings during the pandemic
- Comment from Lisa Pais representing Krohne in Cherry Hill: commuting time is a key issue for employees (even an extra 15 minutes can make a big difference) as is the availability of childcare (highlighted by the pandemic). An entire generation is looking for change, retirees as well as those who want to do something different, so succession planning is absolutely necessary.
- Comment from John Flinn: Centennial Park has a bus route used by many new employees until they figure out car pools with other employees.
- Comment from Tom Daniel: the City of Salem is aware and working on transportation issues.
- Comment from Josh Eichen: we really need the private sector to get involved with those working on the public side of transportation issues.

Youth activities (Katie Crowder):

- This summer went really well: placements rebounded after losing half last year due to the pandemic.

- Subsidized by increased funding, 303 youth were placed this year in 26 sites overall, most were in-person so staff could visit again (only 3 virtual sites).
- Ann-Marie and 6 staff members helped youth pivot to on-the-job skills.
- Maritime Gloucester and Root were new sites this year. At Maritime Gloucester, youth helped visitors with the touch tank as well as other parts of the programming.
- DanversCARES helped place students at nonprofits including Northeast Arc where youth helped with bed-making and other basic tasks
- North Shore hospital held 4 virtual sessions and are hoping to return to in-person delivery soon.
- Yvonne MacMillan-Kittredge, 18, earned a national YouthBuild Spirit of Service award for her work on a local farm. Congratulations, Yvonne!

[Note: please see PPT presentation for WB Committee reports and tables showing numbers of North Shore residents receiving federal PEUC and PUA by city/town as of 8/31/21. MA numbers are also included.]

From the chat log:

Comment from Rosa Alvarado: applications for phase 1/October 2022 occupancy of Anchor Point apartments in Beverly are available for 38 new 2 to 3 bedroom units. See harborlightcp.org for more information.

Comment from Josh Eichen: see metro.boston.maps.arcgis.com for heat maps

Lisa Pais motioned to adjourn. John Flinn seconded the motion. The meeting ended at 9:02 AM.

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

- November 18, 2021 (rescheduled due to the Veteran's Day holiday on the 11th)
- January 13, 2022
- March 10, 2022
- May 12, 2022

CAREER CENTER OVERVIEW

Youth Career Center ¹	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	58	33	465	393	85
Total Customers	155	63	1,117	750	756

North Shore One-Stop Total ²	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	188	226	649	2,716	684
Total Customers	654	354	1,333	4,250	1,469

One-Stop Placements ³	Q4 FY20	Q1FY21	Q2FY21	Q4FY21
FY 20 & 21	66%	66%	63%	56%

Job Seeker Satisfaction – August 2021 / September 2021

System-Wide (n = 90)	Highly Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Highly Dissatisfied
How would you rate your level of satisfaction with MHNSCC?	56 (62%)	14 (16%)	7 (8%)	7 (8%)	6 (6%)

Employer Satisfaction – August 2021 / September 2021

System-Wide (n = 7)	Highly Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Highly Dissatisfied
Overall satisfaction with Career Center services	1 (14%)	1 (14%)	3 (42%)	1 (14%)	1 (14%)

Employer Services

	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Employer Accounts	53	50	99	600	80
Total Employers Served	159	150	310	1800	244
Number of Employers Listing Job Orders	36	42	94	500	121

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 the 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	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	178	145	633	1,745	632
Total Customers	566	210	1,237	2,521	1,745

Gloucester -AP	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	2	15	8	179	33
Total Customers	26	31	34	370	103

NSCC – AP	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	7	58	11	690	69
Total Customers	38	104	44	1,246	164

Family Success Center-AP	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	0	3	0	31	3
Total Customers	0	5	0	64	21

Peabody Institute -AP	Sept, 21		Actual YTD		Sept, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/22	Actual
New Customers	0	3	0	37	0
Total Customers	0	3	0	39	0

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

	YTD Actual	Planned Thru End of Grant	Sept, 20 YTD
Adult	28	69	27
Dislocated Worker	67	126	88

Overall WIOA Placement

	YTD Actual	Planned Thru End of Grant	Sept, 20 YTD
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Adult	0	38	0
Dislocated Worker	0	80	0

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	6	0				14
North Shore CC	3	1	1	100%	\$20.00	26
Visible Edge	2	1	1	100%	\$75.96	5
Wellspring House	2	0				1
Network Technologies	1	0				1
William George	1	0				1

YOUTH DIVISION

Workforce Investment Act Programs

Vendor	Number Served	Number Exited	Number placed/Average Wage	Number Served in FY 21
Action, Inc.	6	0		11
Catholic Charities	16	0		23
North Shore CDC	6	0		5

	Goal	Actual
Student Work and Learning Experiences	475	377

Budget - Actual Summary by Program
As of September 30, 2021

FY	Program Description	FY Budget	FYTD Spent & Obligated	Amount Remaining	Percent Remaining
Federal Funds					
2019	NAMC Apprentice Continuation Grant	\$ 492,000	\$ 458,262	\$ 33,738	6.9%
2021	Re-employment Eligibility Assessments	45,449	23,145	22,304	49.1%
2022	Trade Adjustment Assistance Case Mgmt.	66,871	-	66,871	100.0%
2021	Trade Adjustment Assistance Case Mgmt.	38,480	4,332	34,148	88.7%
2021	UI Walk-in	15,000	-	15,000	100.0%
2021	Vets: Disabled Veterans Outreach Program	209,000	-	209,000	100.0%
2021	Wagner Peyser ES 90%	855	853	2	0.2%
2021	Wagner Peyser ES, 10%	52,871	6,982	45,889	86.8%
2022	Wagner Peyser ES, 10%	59,586	-	59,586	100.0%
2021	WIOA Formula Funds: Adults	428,306	291,776	136,530	31.9%
2021	WIOA Formula Funds: Dislocated Workers	534,656	513,056	21,600	4.0%
2021	WIOA Formula Funds: Youth	386,136	230,698	155,438	40.3%
2021	WIOA Formula Funds: Administration	120,000	141,320	(21,320)	-17.8%
2022	WIOA Formula Funds: Adults	545,658	-	545,658	100.0%
2022	WIOA Formula Funds: Dislocated Workers	601,043	-	601,043	100.0%
2022	WIOA Formula Funds: Youth	691,553	-	691,553	100.0%
2022	WIOA Formula Funds: Administration	183,825	-	183,825	100.0%
Total Federal Funds		\$ 4,471,288	\$ 1,670,425	\$ 2,800,863	62.6%

Budget - Actual Summary by Program
As of September 30, 2021

FY	Program Description	FY Budget	FYTD Spent & Obligated	Amount Remaining	Percent Remaining
State & Local Funds					
2021	DESE: Connecting Activities	\$ 262,296	\$ 247,760	\$ 14,536	5.5%
2022	DTA – TAO SNAP	49,142	19,362	29,780	60.6%
2022	Early College	8,000	-	8,000	100.0%
2022	Earned Funds	22,579	2,800	19,779	87.6%
2022	Health Care Hub	162,500	144,519	17,981	11.1%
2021	Health Care Hub	25,000	24,340	660	2.6%
2022	LHAND- Jobs Plus	150,000	119,055	30,945	20.6%
2021	State One-Stop Career Centers	634,600	65,511	569,089	89.7%
2020	State One-Stop Career Centers	324,014	269,966	54,048	16.7%
2021	Workforce Training Fund: WIB Support	95,000	95,000	-	0.0%
2021	Youth Works Option B	45,000	51,317	(6,317)	-14.0%
2021	Youth Works Staff	35,000	-	35,000	100.0%
2021	Youth Works – Summer 2021	980,000	457,275	522,725	53.3%
2021	GE Foundation	403,846	171,970	231,876	57.4%
2021	Year Round Youth	207,407	159,196	48,211	23.2%
2021	Regional Plan	14,750	14,750	-	0.0%
2021	Youth HSSEIP	162,000	83,376	78,624	48.5%
Total State Funds		\$ 3,581,134	\$ 1,926,197	\$ 1,654,937	46.2%
TOTAL FUNDS		\$ 8,052,422	\$ 3,596,622	\$ 4,455,800	55.3%