MASSHIRE NORTH SHORE WORKFORCE BOARD

70 Washington Street Suite 314
Salem, MA 01970
978.741.3805

DATE: March 8, 2024
TO: Board of Directors
FROM: Mary Sarris
RE: March 14, 2024, Board Meeting

The North Shore Workforce Board will meet via Zoom on Thursday morning, March 14, 2024, from 8 to 9 AM. The Zoom information is below and our agenda follows.

Join Zoom Meeting
https://us06web.zoom.us/j/89706519950?pwd=NkyoaJLwaI5R2SjpcREjhR8YA0j2IU.1

Meeting ID: 897 0651 9950
Passcode: 350298

One tap mobile
+16465588656,,89706519950#,,,,*350298# US (New York)

Dial by your location
• +1 646 558 8656 US (New York)
Meeting ID: 897 0651 9950
Passcode: 350298

1. Chair's Report

A. Immigration Activity (including new grant for ESOL, update on placements, etc.)
B. Career Center Executive Director Hiring Process
C. Mass Broadband Initiative - Digital Equity Project
D. Smith Family Foundation Meeting
E. Updated LMI

2. Regional Planning Discussion (including feedback from the last board meeting)

3. Program Updates

A. Offshore Wind/Renewable Energy
B. Healthcare
C. Manufacturing

5. Committee Reports – Summaries

6. Upcoming Meeting Schedule for FY 2024: May 9, 2024

As always, your input and leadership is needed – particularly in these complicated and challenging times. Looking forward to seeing you on the 14th!

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.*

MASSHIRE NORTH SHORE WORKFORCE BOARD

BOARD REPORT

March 14, 2024

Prepared on
March 8, 2024

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MassHire-North Shore Workforce Board of Directors

Meeting Minutes for January 11, 2024

Directors attending: Tracey Cahalane, Tom Daniel, John Flinn, Anna Freedman, William Heineman, Joy Livramento-Bryant, Dave Manning, Steven Maser (for John Keenan), Lisa Pais, Heidi Riccio, Tom Sands, Steve Shea, Josh Shepherd, Diane Smith, Bill Tinti, Steve Zrike

Directors not attending: Charles Anastos, Justin Anshewitz, Karen Andreas, Jay Daley, Cecilia Gray, Paul Mahoney, Laurie Roberto, Kara Sittig, Kathy Thurman, Stan Usovicz

Others attending: Judy Bower (DCS), Lisa Berube and Bonnie Carr (Essex Tech), Sarah Cahill (Senator Lovely's office), Emily Hayden (EBSCO), Teri Allen McDonough (Salem Housing Authority), Mayor Pangallo (City of Salem), Mario Sousa (Salem Public Schools), Shannon Spinoza (Peabody Public Schools)

MHNS WB staff attending: Rayshawna Battle, Katie Crowder, Cheryl Dick, Marcia Griesdorf, Kari Heen, Tedi Markham, Michael May, Omar Nunez, Kate O'Malley, Ed O'Sullivan, Mary Sarris

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The meeting format was virtual via Zoom.

A quorum was present with 16 members represented.

The meeting began at 8:05 AM.

Tracey Cahalane motioned to approve the November 9th, 2023, meeting minutes. All approved, 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.]

- **Welcome from Tracey Cahalane to our new board members: Stephen Zrike [Superintendent, Salem Public Schools] and Josh Shepherd [Executive Director, Pathways Inc.: Adult Education and Training]**

- **MHNS services for immigrants: update [Mary Sarris]**
  Goal: expand/increase the North Shore labor force to meet the current and anticipated needs of North Shore employers: *update on current MHNS Career Center work with immigrants and outreach to Environmental Justice (EJ) neighborhoods*
  - The MHNS Career Center staff have been working with immigrant families (mainly Creole-speaking from Haiti) housed in temporary motel lodging on the North Shore. The number of residents 24 years of age and older number are 98 in Danvers, 94 in Peabody, and 160 at SSU's Bates Complex in Salem.
  - Spanish-speaking Career Center counselors are continuing to assess the residents' training and employment needs for career-readiness.

- Recent orientations provided by the Career Center had 60 adult immigrants (age 24 or older) attending in Danvers and 60 in Peabody. Of those 60 attendees, 22 from Danvers and 33 from Peabody indicated that they are now authorized to work. 25 at the Bates Center indicated work authorization and 12 attended orientation.
- Previous work experience reported by the adult immigrants includes the following sectors: food/food retail (30.8%), CNA/health (22.1%), cleaning/housekeeping (20.2%), construction (17.3%). Previous work experience in retail (2.9%), welding and plumbing (1.9% each), and education (1%) was also reported.
- The MHNS Career Center helped set up partner connections including ESL classes for 10 Bates residents 2 evenings a week on the SSU campus provided by The House of Seven Gales Settlement Program and are looking into additional options.
- Salem Hospital is in the process of hiring 6 work-authorized immigrants from the Bates Center shelter for the hospital's Environmental Services department: we hope sometime in February after completing the pre-employment screening. Thank you to all those at Salem Hospital, Eliud Alcala, and the Career Center staff who have made these steps toward employment possible for a great group of people who want to work.
- 10 work-authorized migrants in temporary housing on Route 1 will be entering a culinary training program at Essex Tech with Centerboard providing the transportation.
- Housing/location stability is key for those entering training and employment and we are working with the state on this.
- **John Flinn:** "We must keep this going… continuing to work with the state to get more immigrants into jobs (those who are not already working). We need thousands of new workers to fuel the economy."
- **Mary Sarris:** "Senator Crighton is planning for a work authorization session on the North Shore for easier access to these services. In particular, Lynn has a large immigrant population including unaccompanied youth (especially those from Guatemala)."

- **LMI update [Mary Sarris]**
  - MA unemployment decreased .5% from November, 2022, to November, 2023, from 3.3% to 2.8%. North Shore unemployment decreased .4% from November, 2022, to November 2023, from 3.1% to 2.7%. MA labor force participation was 64.9% in November, 2023, 4.9% higher than the COVID-era rate of 60%. However, the labor force participation rate for the Hispanic/Latino sector declined 1.9% from November, 2021, to November, 2023, from 64.6% to 62.7%.
  - Currently there are 3,098 initial North Shore UI claims and 52,134 initial MA UI claims for the week ending 11/11/23.
  - The number of continuing claims in MA for November has increased 2.6% in the past two years compared to a 4.1% decline for the North Shore during the same period.
  - The 6 sectors with the highest percentages of initial unemployment claims were Professional, Scientific, and Technical Services (14%), Construction (11%), Administrative/Support (10%), Accommodation and Food Services (9%), Retail Trade (8%), and Health Care/Social Assistance (8%).
  - We are hearing of some local layoffs in the restaurant and IT sectors.

- **Career Center Director Search Process [Mary Sarris]**
  - Paul Ventresca retired at the end of last month.
  - Position is posted – receiving applications
  - Pre-screening of protentional candidates has begun.
  - Interviews with qualified candidates will be conducted on a rolling basis.
  - Then move to final interviews (with board involvement… looking for volunteers!).
  - Interim positions for current staff (with associated salary increases): Sandra Efstratiou (Interim Career Center Director) and Eliud Alcala (Interim Deputy Director)

- **Regional Planning – 5 Breakout Groups: Discussion Questions**
  A. What industry are you a part of?
  B. Do you have confidence in your industry's (or organization's) current and future stability, growth, and overall success? Whether yes or no, discuss what you perceive to be the reasons behind your answer.
  C. Are you sufficiently staffed to be successful? If yes, how did you reach sufficient staffing? If no, to what approximate percent are you staffed and what avenues have you taken to hire more workers?
  D. Please share thoughts/questions/ideas for our new Blueprint! [The Merrimack Valley, Greater Lowell, and North Shore WBs will be collaborating on a new 2024 regional blueprint for Northeast MA. Information on LMI for our priority industries, job openings, and supply-side data will be included to help determine how to best address regional needs going forward.]

- **Offshore Wind Updates: [Ed O'Sullivan]**
  - Our contract is in place with the Massachusetts Clean Energy Center (MACEC).
  - A consultant is on board to help us with grant startup details and logistics.
  - Interviewing for the Training Manager position has resumed: many thanks to our partners in the search process (Salem Planning Department, ECCF, the UMass Amherst Gloucester Marine Station, and SAFE).
  - Next steps include working with Essex Tech to implement the pre-apprenticeship program, including recruitment, etc.

- **2 New Healthcare Hub Grants** (as of January, 2024**) [Ed O'Sullivan]**
  1) Healthcare HUB with North Shore WB as lead (partnering with Greater Lowell and Merrimack Valley WBs): funding for training opportunities in the general healthcare industry like CNA/MA positions with a pathway to nursing, various certificate programs, supervisor training, etc.
  2) Behavioral Health HUB with Great Lowell WB as lead (partnering with North Shore and Merrimack Valley WBs): community health worker and recovery coach training including specific skill training in de-escalation methods, etc.

- **Current ITAs [Ed O'Sullivan]:** Results of increased maximum payments (from $5000 to $8000 per eligible customer)

• On target to have over 125 ITAs: last year we had only 88 ITAs all year
• Interest in CDL licenses, along with IT, marketing, and healthcare training

- **Advanced Manufacturing Expansion Program (AMTEP) Updates: 2020 to present [Kate O'Malley]**
  - 406 adults enrolled (+56 more In process)
  - 92% completed thru 2023 (375)
  - 87% placed into employment (327/375)
  - 60% are people of color
  - 25% increase over pre-training wage
  - We will share a link to a related 3-minute video showcasing machining trainees at an Essex Tech job fair.
  - An upcoming machining job fair will be held January 17th at Essex Tech (a collaboration between the E-Team and Essex Tech).

Motion to adjourn by John Flinn was seconded.

The meeting ended at 9:02 AM.

Upcoming Board meeting for FY24: 2nd Thursdays of alternating months at 8 AM
March 14th and May 9th, **2024**

CAREER CENTER OVERVIEW

North Shore One-Stop Total	Jan, 24		Actual YTD		Jan, 23 YTD
	Actual	Plan	YTD	Plan thru 6/30/24	Actual
New Customers	475	190	2,943	2,278	2,121
Total Customers	1,131	286	4,166	3,434	3,168

Youth Career Center	Jan, 24		Actual YTD		Jan, 23 YTD
	Actual	Plan	YTD	Plan thru 6/30/24	Actual
New Customers	17	98	866	1,176	423
Total Customers	21	256	2,572	3,066	1,966

One-Stop Placements	Q1FY23	Q2FY23	Q3FY23	Q4FY23
FY 23	61%	63%	65%	67%

Job Seeker Satisfaction – December 2023 / January 2024

System-Wide (n =98)	Highly Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Highly Dissatisfied
How would you rate your level of satisfaction with MHNSCC?	58 (59%)	23 (24%)	9 (9%)	5 (5%)	3 (3%)

Employer Satisfaction – December 2023 / January 2024

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

Employer Services

	Jan, 24		Actual YTD		Jan, 23 YTD
	Actual	Plan	YTD	Plan thru 6/30/23	Actual
New Employer Accounts	73	75	431	900	538
Total Employers Served	166	179	1,111	2,150	1,323
Number of Employers Listing Job Orders	26	42	156	500	203

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

	YTD Actual	Planned Thru End of Grant	Jan, 23 YTD
Adult	48	95	37
Dislocated Worker	108	122	66

Overall WIOA Placement

	YTD Actual	Planned Thru End of Grant	Jan, 23 YTD
Adult	5	53	2
Dislocated Worker	12	78	10

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 23
North Shore CC	26	2	2	100%	21.04	28
Visible Edge	24	4	4	100%	41.38	14
CMSC Trucking (formerly Parker Driving School)	7	0				3
BCI	4	0				6
Millennium	4	0				7
Network Technologies	2	0				2

YOUTH DIVISION

Workforce Investment Act Programs

Vendor	Number Served	Number Exited	Number placed/Average Wage	Number Served in FY 23
Action, Inc.	20	1	0	20
Catholic Charities	21	4	3/18.33	24
North Shore CDC	14	3	1/22.00	11

	Goal	Actual
Student Work and Learning Experiences	475	831

Budget - Actual Summary by Program

January 31, 2024

FY	Program Description	Budget	Spent & Obligated TD	Amount Remaining	Percent Remaining	
Federal Funds						
2023	WIOA Formula Funds: Adults	$ 715,082.40	$ 607,420.73	$ 107,661.67	15.1%	*
2023	WIOA Formula Funds: Dislocated Workers	789,588.00	767,880.67	21,707.33	2.7%	*
2023	WIOA Formula Funds: Youth	811,162.75	802,314.44	8,848.31	1.1%	*
2023	WIOA Formula Funds: Administration	238,275.85	216,051.03	22,224.82	9.3%	*
2024	WIOA Formula Funds: Adults	786,651.30	14,570.61	772,080.69	98.1%	*
2024	WIOA Formula Funds: Dislocated Workers	654,522.30	144,367.00	510,155.30	77.9%	*
2024	WIOA Formula Funds: Youth	850,576.50	468,473.99	382,102.51	44.9%	*
2024	WIOA Formula Funds: Administration	254,638.90	12,107.57	242,531.33	95.2%	*
2022	DUA Technology UI Deployment Tech	26,000.00	-	26,000.00	100.0%	
2022	TAA Case Management	66,871.28	60,884.03	5,987.25	9.0%	
2023	TAA Case Management-Retained by DCS	-	-	-	N/A	
2023	Wagner Peyser ES, 10%	58,466.00	14,085.12	44,380.88	75.9%	
2024	Wagner Peyser ES, 10% - Retained by DCS	-	-	-	N/A	
2023	Upskilling Navig ARPA	379,236.50	153,559.56	225,676.94	59.5%	*
2023	WCTF FY21 Donnelly Training BH	319,880.00	249,256.87	70,623.13	22.1%	*
2024	Vets: Disabled Veterans Outreach Program	28,756.00	8,283.49	20,472.51	71.2%	
2024	WCTF HEALTH CARE BH	107,477.21	107,477.21	-	0.0%	
2024	BH Expansion	35,000.00	35,000.00	-	0.0%	
2024	HC BH HUB Continuation	2,413,205.00	-	2,413,205.00	100.0%	*
2024	Apprentice Growth & Expansion	52,000.00	9,793.96	42,206.04	81.2%	
	Total Federal Funds	***$ 6,122,184.99***	***$ 3,661,732.32***	***$ 2,460,452.67***	***40.2%***	
State & Local Funds						
CY2023	GE Foundation - (Balanced Rolled to CY2024)	$ 416,448.46	$ 371,931.82	$ 44,516.64	10.7%	
2023	Youth HSSEIP -DESE	330,000.00	210,576.94	119,423.06	36.2%	
2023	STEM	180,000.00	69,484.96	110,515.04	61.4%	
2023	FY 23-24 Youth Works	2,046,924.00	1,849,430.64	197,493.36	9.6%	
2024	Connecting Activities	349,790.00	127,983.26	221,806.74	63.4%	
2024	Workforce Training	95,000.00	59,812.98	35,187.02	37.0%	
2024	State One Stop	387,403.00	230,590.61	156,812.39	40.5%	
2024	Early College	8,000.00	8,000.00	-	0.0%	
2024	DTA CIES	110,904.00	73,432.93	37,471.07	33.8%	
2024	WPP SNAP Expansion	4,827.20	4,827.20	-	0.0%	
2024	MTC	2,500.00	2,500.00	-	0.0%	
2024	Off Shore Wind 3yr.	1,196,397.00	42,866.89	1,153,530.11	96.4%	*
CY2024	GE Foundation	462,070.27	29,020.04	433,050.23	93.7%	
2024	DTA WPP	11,308.02	914.94	10,393.08	91.9%	
2024	WIOA Partners	7,142.95	1,190.49	5,952.46	83.3%	
2024	EA Shelter	124,616.45	5,078.81	119,537.64	95.9%	
2024	Apprenticeship Expansion	33,000.00	-	33,000.00	100.0%	
	Total State Funds	***$ 5,766,331.35***	***$ 3,087,642.51***	***$ 2,678,688.84***	***46.5%***	

*** Multi-Year Grant**