



NORTH SHORE WORKFORCE BOARD

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Date:

TO: Board of Directors

FROM: Mary Sarris

RE: May 13, 2021 Board meeting

The North Shore Workforce Board will meet on May 13, 2021 – 8:00AM to 9:00AM. Connection details for this meeting will be released shortly. Below is our agenda.

1. ***Chair's Report***
 - A. *Status of funding allocations*
 - B. *Status of Youth RFP*
 - C. *Four Year Plan*
 - D. *Update of current COVID-related data and activities – including return-to-in-person services*
2. ***One-Stop Operator/ Service Provider***
 - A. *Recommendation from Executive Committee*
 - B. *General Discussion*
 - C. *Vote*
 - D. *Contract Discussion*
3. ***Officer Nominations/Vote***
 - A. *Chair – Tracey Cahalane*
 - B. *Vice Chair – David Gravel*
 - C. *Treasurer – Temporarily opened due to City of Salem CFO transition*
 - D. *Secretary/Clerk – John Flinn*
4. ***Other updates – Summer Youth Activities; MIC; Training Activities, etc.***
5. ***Committee Reports – Summaries of FY2021***
6. ***Upcoming Meeting Schedule for FY 2022***
 - *Sept. 9, 2021; Nov 11, 2021; 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 13th!

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, Maribeth Forbes, Paul Ventresca, Will Sinatra, Kate O'Malley, Katie Crowder, Kari Heen, Tedi Markham



NORTH SHORE WORKFORCE BOARD

BOARD REPORT

May 13, 2021

Prepared on
April 30, 2021

TABLE OF CONTENTS

	Page
Minutes of Board Meeting of March 11, 2021	3
Career Centers Division	7
Training Division / Workforce Innovation and Opportunity Act	8
Youth Services Division	9
Financial Reports	10

MassHire-North Shore Workforce Board of Directors

Meeting Minutes for March 11, 2021

Directors attending: Justin Anshewitz, Tracey Cahalane, Amy Doherty (for Thelma Williams), John Flinn, Dave Gagner (for Patrick Tutwiler), Laurie Giardella, David Gravel, Marcia Griesdorf, Joy Livramento-Bryant, Mickey Long, Paul Mahoney, David Manning, Steve Maser (for John Keenan), Lisa Pais, Dianne Palter Gill (for Nate Bryant), Heidi Riccio, Laurie Roberto, Steve Shea, Diane Smith

Directors not attending: Brian Cranney, Tom Daniel, Tim Doggett, Lyndsay Harris, Nancy Stager, Stan Usovicz

Others attending: Judy Bower (Department of Labor and Workforce Development), Bonnie Carr (Essex North Shore Agricultural & Technical School), Maria Ferri (Peabody Public Schools), Cecelia Gray (Beverly Hospital/Beth Israel Lahey Health), Stratton Lloyd (Essex County Community Foundation), Hannah Mori from Senator Lovely's office and Joanna Rosen from Senator Crighton's office (both Massachusetts State Senate)

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 19 members attending.

The meeting began at 8:05 AM.

Paul Mahoney motioned to approve the January 14th meeting minutes. Dianne Palter-Gill accepted the motion.

CHAIR'S REPORT

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

[A PowerPoint presentation is on file with highlights included below. Comments from members are paraphrased.]

Anticipated FY22 federal allocation: expecting a \$200K increase in the Federal allocation

Current COVID-related data and activities (Career Center/Services updates)

- Hybrid service is expected to continue with Career Center staff working on-site by September to provide in-person delivery options.
- The Department of Career Services (DCS) move is underway, with a Boston location change from the Hurley to the Saltonstall building in 2022.

Career Center (One-Stop) operator/service provider RFP status (Ed O'Sullivan):

- **2/25/21:** 4 proposals received; all met the minimum requirements outlined in the RFP

- The proposal review process is underway: the 5-member WB review team (2 WIOA-partners plus 3 private-sector WB members) will submit their recommendation to the Executive Committee in April.
- **5/13/21:** WB vote on review team/Executive Committee recommendation
- **7/1/21:** new contract in place by start of FY22

Labor Market Information (LMI) – pre- and mid-COVID updates (Mary Sarris):

- From December 2019 to December 2021, North Shore unemployment increased 5.1% compared to a 4.7% increase in MA unemployment. (North Shore unemployment rates have always been slightly higher than the state average.)
- In June 2020, North Shore priority industries were healthcare/social assistance (largest) and manufacturing (second largest).
- From March to June 2020, total industry employment declined 13.1% on the North Shore.
- By sector for the same period, North Shore educational services (a critical industry) lost the most jobs (17.8%).
- From Q1 to Q2 in 2020 for North Shore workers, earned wages declined 8.6% while average weekly wages increased 10.6%. Note that unemployment benefits typically pay a third to a half of a worker's previous earnings.
- Stratton Lloyd: When will more current data be available? Mary Sarris: The state is working with KPMG to design a study and we could also look at Burning Glass data to get a better snapshot. We know that both the manufacturing and healthcare sectors are "hiring like crazy" right now but they are looking for workers with specific skills.
- Mickey Long: Is there a way to monitor how the new additional \$300 per week unemployment benefit impacts the numbers of workers returning to jobs? Mary Sarris: We can ask the state if there's a way to handle on that.
- John Flinn: In a recent article, Governor Baker [his labor chief] estimated that 250,000 of the job losses are permanent. It's encouraging that retraining funds are available to those collecting unemployment benefits.

Mass Internet Connect (MIC) program (Mary Sarris):

- About 60K Essex County residents currently lack secure broadband access and 1 out of 5 families don't have a basic computer according to a recent Essex County Community Foundation (ECCF) study.
- For unemployed MA residents without access to technology who are willing to work with MassHire on their job/training search, MIC provides low-cost internet access, free Chromebooks or rebuilt \$150 laptops, and free digital-literacy courses to help bridge the digital divide.
- The MIC program currently ends on June 30th this year but we hope it will be extended. We are reaching out to nonprofits but please help us spread the word!
- The North Shore Career Center currently has 15 customers enrolled, 50/50 male/female with an average age of 46 (ages range from 26 to 62).
- MIC promotion ideas from WB members: post with shelters/housing programs and food banks/grocery stores as well as Facebook (for those with cell phone internet access). Stratton Lloyd offered to share MIC information on the ECCF website and also share it with their nonprofit partners.

Interactive Zoom poll (Ed O’Sullivan): Through a real-time Zoom poll, attendees registered their predictions for how the local economy will fare in the next six months. Most attendees thought that the local economy will return to pre-pandemic levels. The rest were undecided or thought it will stay the same and only one attendee predicted a decline in the local economy.

Youth Programs – Update (Katie Crowder):

- It’s been busy with 225 new placements as a result of new grant funding.
- **Initial YouthWorks grant:** All youth have been placed and are working at North Shore Medical Center, the New American Center, and The Food Project.
- **Supplemental YouthWorks grant:** Many youth are starting this week at Salem High School and The Food Project with others starting later this month at Essex Tech, LEAP, Girls Inc., and the North Shore CDC.
- **STEM positions:** 15 of 25 youth have been placed but more short-term STEM-related internships with employers are needed as are other contributions from WB volunteers (to sign up, visit <https://bit.ly/3vk7e5Y>).
- **Career curriculum (remote delivery):** available to youth through the Career Center
- **Department of Elementary and Secondary Education (DESE) High School Senior Education Intern Program (HSSEIP), collaborating with CommCorp/MassHire with CARES funding:** 110 North Shore high school seniors (the most enrolled in one area out of about 800 students statewide) are benefiting from a unique first-time wage-subsidy program for youth interested in exploring education careers through placements at K–8 schools in Danvers, Ipswich, Lynnfield, Marblehead, Salem, Saugus, and Swampscott.`
- **Swampscott High School:** An Innovation Pathway manufacturing program is underway with support from two companies offering advising and short-term internships.
- **WIOA Youth RFP:** This 2-year contract for vendors to serve at-risk, out-of-school youth is releasing March 15th through the City of Salem with responses due April 15th. We will be recruiting proposal reviewers. Currently 75 youth are being served by North Shore CDC, Catholic Charities, and Action Inc. with a FY22 WIOA funding increase expected after consecutive decreases in previous years.

Status of re-training activities and enrollments (Mary Sarris):

- **Essex Tech:**
 - Enrollments range from 10 to 13 students in plumbing, auto tech, and welding as well as in HVAC and construction labor classes (both starting at the end of March).
 - 18 of 23 recent manufacturing grads have jobs and 28 more February enrollees will finish in July.
 - CTI funding for electronic assembly/technician training (for 10 to 12 students) is pending.
- **Lynn Tech:** 12 recent manufacturing grads are being placed and 30 February enrollees will finish in early August.
- **Gloucester High School:** 12 manufacturing students are expected to start this summer.
- **Promotion:** GE funds will help market manufacturing training but generally public funds can’t be used for marketing purposes so we need other promotion ideas from members.
 - Dianne Palter-Gill: emphasize non-credit-to-credit pathways and make sure post-training wages are adequate

- Tracey Cahalane: Microline has offered site tours and it has worked out well.
- Ed O’Sullivan: Youth staff use virtual tours/interviews to keep students engaged and may be able to help with filming.
- Kate O’Malley: A simple walkthrough using a cell phone would work.
- Currently recruiting CNA/MA and pharmacy tech trainees as well
- Since trainees may need transportation and career-ladder support as they transition into jobs, we’re also working on these issues. In particular, we are exploring transportation options with the City of Salem.

Committee reports: written summaries of activities (details in PowerPoint presentation)

John Flinn accepted the motion to adjourn. The meeting ended at 9:05 AM.

The next WB virtual meeting for FY21 is May 13, 2021. WB members are encouraged to attend to vote on recommended One-Stop and WIOA Youth vendors.

CAREER CENTER OVERVIEW

Youth Career Center ¹	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	18	33	736	393	1171
Total Customers	62	63	1315	750	2303

North Shore One-Stop Total ²	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	290	226	2105	2716	2661
Total Customers	675	354	3033	4250	4410

One-Stop Placements	Q2 FY20	Q3 FY20	Q4 FY20	Q1FY21
FY 20 & 21	64%	65%	66%	66%

Job Seeker Satisfaction – March 2021 / April 2021

System-Wide (n =179)	Excellent	Good	Fair	Poor
Were you satisfied with the results of the services you accessed?	107 (60%)	56 (32%)	13 (7%)	3 (1%)

Employer Satisfaction – March 2021 / April 2021

System-Wide (n = 8)	Excellent	Good	Fair	Poor	No Responses
Overall satisfaction with Career Center services	1 (14%)	3 (43%)	2 (29%)	0 (0%)	1 (14%)

Employer Services

	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Employer Accounts	50	50	351	600	667
Total Employers Served	314	142	993	1700	1440
Number of Employers Listing Job Orders	41	42	333	500	375

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.

ACCESS POINT OVERVIEW

Salem – The Hub	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	269	115	1988	1377	1823
Total Customers	650	210	3054	2521	3077

Gloucester -AP	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	3	6	78	67	284
Total Customers	28	31	162	370	486

NSCC – AP	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	8	79	135	953	1036
Total Customers	47	104	245	1246	1449

Family Success Center-AP	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	6	4	17	64	73
Total Customers	8	5	37	64	88

Peabody Institute -AP	Mar, 21		Actual YTD		Mar, 20 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	0	3	0	37	56
Total Customers	0	3	0	39	59

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

	YTD Actual	Planned Thru End of Grant	Mar, 20 YTD
Adult	37	47	52
Dislocated Worker	114	105	130

Overall WIOA Placement

	YTD Actual	Planned Thru End of Grant	Mar, 20 YTD
Adult	6	28	11
Dislocated Worker	16	66	40

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 20
North Shore CC	25	7	6	86%	17.08	20
Parker Driving School	12	2	2	100%	28.33	2
Salem State	9	1	1	100%	30.00	17
Visible Edge	4	0	-	-	-	0
LARE	3	1	1	100%	18.75	0
MEWP	2	0	-	-	-	0
New England TT*	2	0	-	-	-	0
Peterson	2	1	1	100%	18.00	1

*New England TT – this is for a HVAC course & a Tractor Trailer Driving course

YOUTH DIVISION

Workforce Investment Act Programs

Vendor	Number Served	Number Exited	Number placed/Average Wage	Number Served in FY 20
Action, Inc.	11	4	2/\$13.88	15
Catholic Charities	20	1	1/\$14.50	26
North Shore CDC	4	1	1/19.00	13

	Goal	Actual
Student Work and Learning Experiences	450	505

Budget-Actual Summary by Expense Category
[March 30, 2021](#)

	Budget	Actual	Obligations	\$ Remaining	% Rem.
<u>REVENUE</u>					
Current Year Grants	3,636,159	1,531,003	-	2,105,157	57.9%
Current Year Income	173,659	174,105	-	(446)	-0.3%
Prior Year Carry-in	1,584,454	454,126	-	1,130,328	71.3%
Total Revenue	5,394,272	2,159,233	-	3,235,039	60.0%
<u>EXPENSES + OBLIGATIONS</u>					
<u>Admin Expenses</u>					
Personnel	258,635	187,468	-	71,167	27.5%
Expenses	47,850	38,697	-	9,153	19.1%
Total Admin Expenses	306,485	226,165	-	80,320	26.2%
<u>Program Expenses</u>					
Personnel	1,711,197	1,002,884	-	708,312	41.4%
Individual Training Accounts	384,280	143,754	74,781	165,745	43.1%
Supportive Services	-	-	-	-	
Youth Jobs	469,211	399,272	-	69,939	14.9%
Other Training	440,355	168,171	139,180	133,004	30.2%
Other Program Costs	800,646	348,964	22,159	429,524	53.6%
Business Services Costs	65,700	18,417	-	47,283	72.0%
	-	-	-	-	
	-	-	-	-	
Total Program Expenses	3,871,388	2,081,462	236,119	1,553,807	40.1%
Total Expenses & Obligations	4,177,873	2,307,627	236,119	1,634,127	39.1%
Planned Carry-Out	1,216,399				

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

Program Name	FY Budget	FYTD Spent + Obligated	Amount Remaining	Percent Remaining
<u>Federal Funds</u>				
FY21 Veterans' Program DVOP FY21	\$ 25,659	\$ 12,829	\$ 12,830	50%
Garelick Farms NEG	27,653	27,653	-	0%
Hampden County COVID UI	55,200	47,471	7,729	14%
NAMC Apprenticeship Continuation Grant	492,000	307,044	184,956	38%
Re-employment Eligibility Assessments FY 21	45,449	45,449	-	0%
Trade Adjustment Assistance Case Mgmt. FY 20	22,775	13,811	8,964	39%
Trade Adjustment Assistance Case Mgmt. FY 21	38,480	-	38,480	100%
UI Walk-in FY 21	15,000	15,000	-	0%
Vets: JVSG FY21	6,500	4,104	2,396	37%
Wagner Peyser ES 10%, FY21	52,871	5,588	47,283	89%
Wagner Peyser ES 90%, FY21	855	-	855	100%
FY21 WIOA Partners	24,759	14,631	10,128	41%
WIOA Formula Funds: Administration	120,000	68,021	51,979	43%
WIOA Formula Funds: Adults	428,306	90,226	338,080	79%
WIOA Formula Funds: Dislocated Workers	534,656	275,940	258,716	48%
WIOA Formula Funds: Youth	342,136	120,547	221,589	65%
<i>Total Federal Funds</i>	<i>2,232,299</i>	<i>1,048,314</i>	<i>1,183,985</i>	<i>53%</i>

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

Program Name	FY Budget	FYTD Spent + Obligated	Amount Remaining	Percent Remaining
<u>State & Local Funds</u>				
DESE: Connecting Activities, FY21	\$ 162,398	\$ 91,941	\$ 70,457	43%
DTA Competitive Integrated Employment Services FY21	153,800	79,252	74,548	48%
DTA- TAO SNAP FY21	49,142	49,142	-	0%
Early College	8,000	3,737	4,263	53%
Earned Funds	22,579	22,579	-	0%
GE Foundation	337,106	319,799	17,307	5%
Health Care Hub FY 21	25,000	14,427	10,573	42%
LHand - Jobs Plus	100,000	87,263	12,737	13%
NSCC - OIFSP	50,000	8,772	41,228	82%
Retention Grant	50,000	23,637	26,363	53%
State One-Stop Career Centers, FY21	324,014	137,427	186,587	58%
STEM FY21	50,000	33,626	16,374	33%
Workforce Training Fund: WIB Support, FY21	95,000	89,551	5,449	6%
Youth Works Option B	45,000	16,738	28,262	63%
Youth Works Staff	35,000	19,084	15,916	45%
YouthWorks - Summer 2020	756,795	504,958	251,837	33%
FY21 DTA WPP	55,167	33,099	22,068	40%
FY21 GE Foundation	403,846	22,921	380,925	94%
FY21 Year Round Youth	207,407	10,089	197,318	95%
FY21 EOHEd	66,000	18,255	47,745	72%
FY21 Regional Plan	14,750	5,002	9,748	66%
FY 21 Youth HSSEIP	162,000	-	162,000	100%
Total State Funds	3,173,004	1,591,299	1,581,705	50%
TOTAL FUNDS	5,405,303	2,639,613	2,765,690	51%