

September 11, 2025
Board Meeting



**NORTH SHORE
WORKFORCE BOARD**

Chair's Report

*Approve May Board Minutes

Chair's Report

- WIOA Update – Budget Updates
- Youth Pilot Summer Private Sector Program (FY 2026, 27, and 28) – Overview
- Massachusetts Jobs and Workforce Summit – September 25th @ Northern Essex Community College
- Updated LMI

9/11 Acknowledgement



Chair's Report

WIOA Budget Update – *WIOA reauthorization still in the works*

- Still active conversations
- Proposed block grant format (state would apply) – highly unlikely to move forward

Youth Pilot Summer Private Sector Program

- We are collaborating 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.
- This is a pilot program with the goal of developing a robust private-sector summer jobs program in our area.

Chair's Report

Massachusetts Jobs and Workforce Summit – September 25th @ Northern Essex Community College

Highlights/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

Curtis Dubay, Chief Economist at the U.S. Chamber of Commerce

Other breakout sessions on the economy, etc.

Chair's Report

Kathie Mainzer Award – presented during the Summit

Awarded to **Nancy Huntington Stager**, Former President and Chief Executive Officer, Eastern Bank Foundation. Nancy was on the North Shore WB for over 10 years.

- Championed the use of data to direct programming
- NSWB involved in national-level mentoring projects



16TH ANNUAL MA JOBS AND WORKFORCE SUMMIT

We are honored to announce that **Nancy Huntington Stager**, Former President and Chief Executive Officer at Eastern Bank, is the recipient of the 2025 Kathie Mainzer Award!

September 25th, 2025

9AM - 4PM | Northern Essex Community College, Haverhill, MA

Register today at
<https://givebutter.com/WSGSummit2025>

THE WORKFORCE SOLUTIONS GROUP

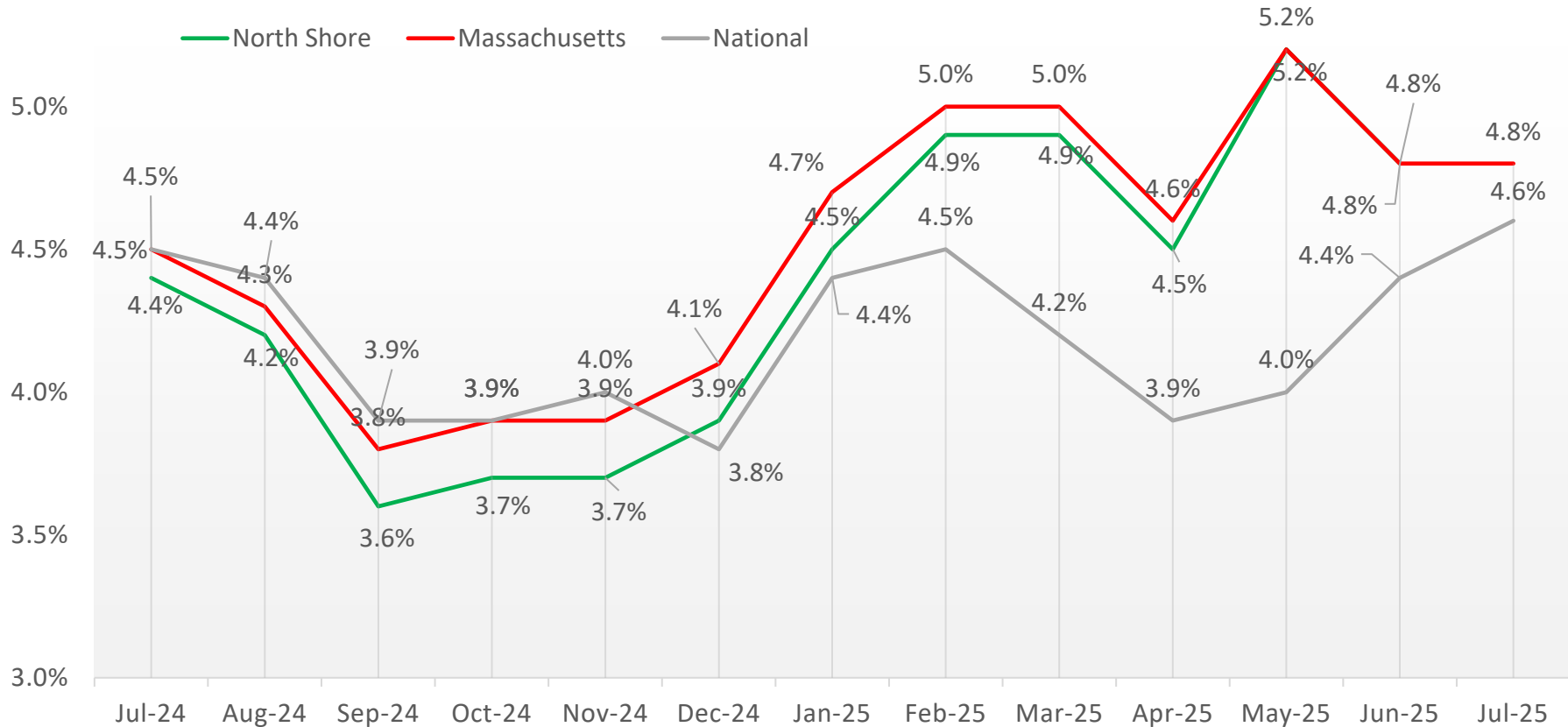
EMPath (Economic Mobility Pathways)
I Have a Future
Massachusetts Action for Justice
Massachusetts AFL-CIO
Massachusetts Association for Community Action

Massachusetts Business Roundtable
Massachusetts Workforce Association
SkillsWorks: Partners for a Productive Workforce
United Way of Mass Bay



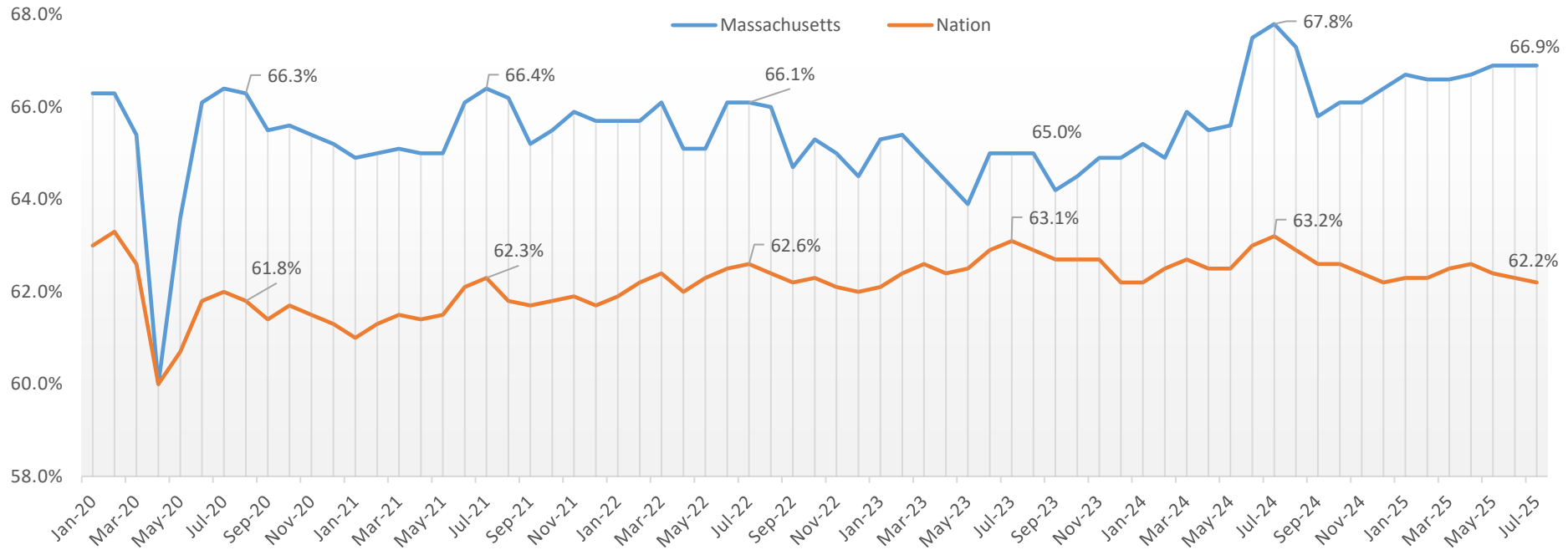
North Shore Unemployment

5.5%



- **National unemployment rate increased 0.1% from July '24 to July '25**
 - **Massachusetts unemployment rate increased 0.3%**
 - **North Shore unemployment rate increased 0.4% (July '25 data to be released)**

Labor Force Participation



- Current rate of 66.9% is 6.9% higher than the COVID rate of 60% and 0.3% higher than the July 2020 rate of 66.3%
- July 2025 labor force participation rate has decreased 0.9% over the past year



Source: MA DER, Labor Force and Unemployment Statistics (LAUS), Massachusetts, July 2025

WIOA Youth Vendors

- Federal funds are used at contracted vendor programs for year-round services to Out-of-School Youth (16-24) to attain their HiSET/GED and move on to training, college, military service, or employment.
- RFP released in April: received 3 responses, all from current vendors
- Review process conducted with objective reviewers from Youth Pipeline Committee
- New contracts: September 1, 2025 – September 30, 2026
- New contract dates align better with federal allocations and provide more planning time for summer programming.

WIOA Youth Programs

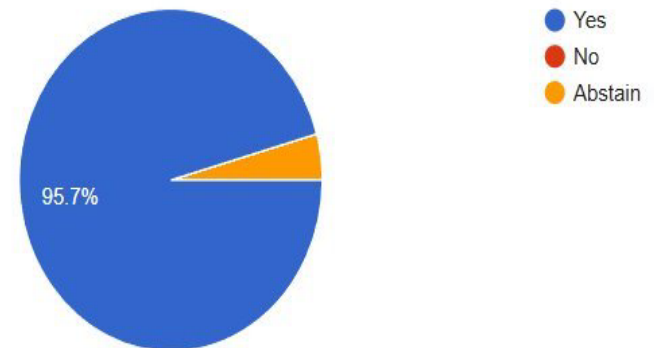
Recommended Contract Amounts:

- 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

Electronic Board votes completed 8/27 - 9/2/25
in favor of the review committee
recommendations:

Do you approve of the Review Committee's recommendation to fund the WIOA Youth Proposals as described above?

23 responses



WIOA Youth Programs

☐ Final Vote

North Shore Alliance for Economic Development



The Alliance is a cogent, broad-based voice of collaborative advocacy on issues of economic development, transportation and infrastructure planning and education and workforce issues. We bring regional leaders from 30 communities together to explore and take action on economic development issues that can help grow the region, including those that advance the Commonwealth as a whole.

Some of the key program offerings of the North Shore Alliance include:

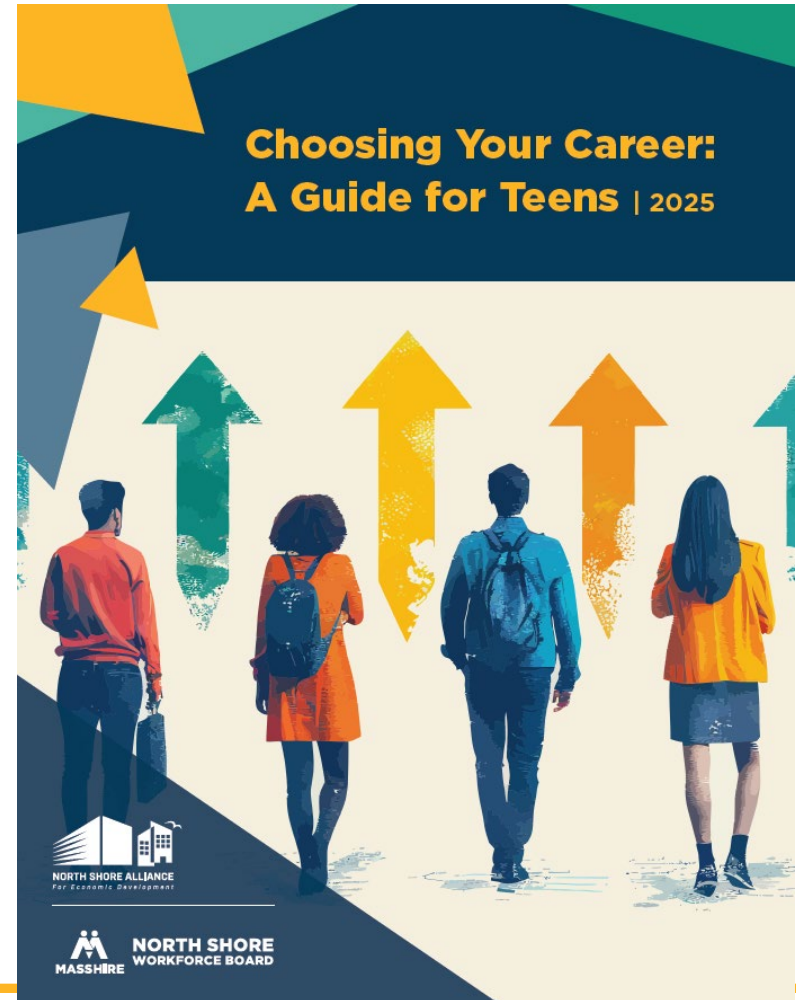
- The Alliance Policymakers Speaker Series
- Quarterly Meetings with the Region's Economic & Community Development Directors and City & Town Planners
- North Shore Small Business Diversity Directory
- Small Business Workshops and Business Clinics List
- Regional Priority Development Site list
- Regional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

LMI Research Projects

Youth Labor Market Blueprint

- The guide (8 pages) highlights the critical industries on the North Shore: Healthcare, Financial Services, Manufacturing, Construction
- Summarized info for a younger audience
- Includes information on salary, education requirements, career pathways
- Additional resources/links are referenced in the guide
- Additional Information for growing industries on the North Shore:
 - Life Sciences
 - Clean Energy

Thank you
NS Alliance &
Board members
who have contributed
to these efforts!



Youth Labor Market Blueprint

Example of Manufacturing Info Provided:

Manufacturing

The manufacturing industry is one of the four largest industries in the North Shore region. Manufacturing also pays **strong wages** — the average wage in manufacturing is nearly 50% higher than the average wage rate for all businesses.

Manufacturing Jobs for the Future – That Means You!

What are the jobs? How can I get them?

Electromechanical Assemblers (average wage: **\$22.47 per hour**; 830 North Shore jobs):

- A high school degree.
- Mechanical ability, using hand tools and electrical equipment for entry-level positions.

Machinists (average wage: **\$30.05 per hour**; 880 North Shore jobs):

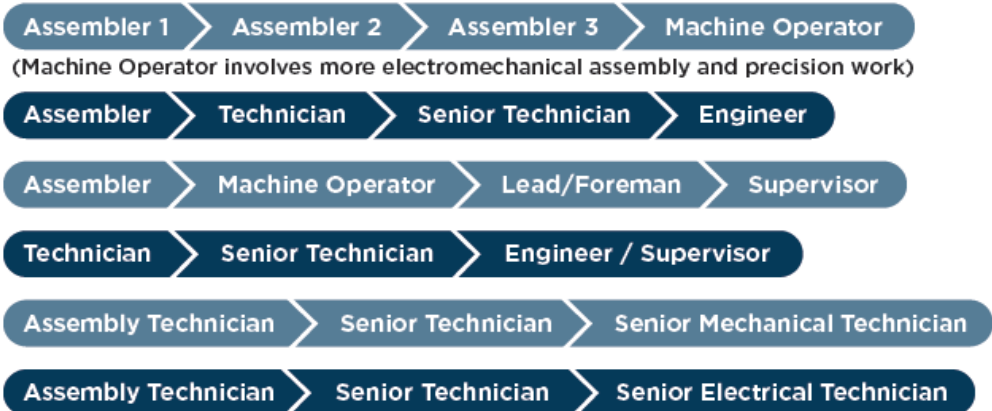
- Foundation of the manufacturing industry.
- Strong mathematical knowledge, mechanical aptitude.
- Computer skills and specialized training are important.

Electrical and Electronic Engineering Technicians (average wage: \$30.69 per hour; 260 North Shore jobs):

- Associate degrees, particularly in Electrical Engineering.
- Demonstrated skills, acquired on the job or through an internship, in testing and maintaining electronic, mechanical, and/or optic equipment.
- Specialized knowledge required in some positions.

Career Ladders & Advancement Opportunities

In manufacturing, advancement opportunities are determined by experience and increasing your ability to perform complicated tasks. Skill and education requirements are increasing all the time and you will always need to be learning in order to keep up. Many advancement opportunities will require an associate degree from a community college in the future. Some of the career pathways include:



LMI Research Projects

2025 North Shore High Demand Occupations:

Healthcare and Social Assistance
Career Pathways



Prepared by

UMassAmherst

Donahue Institute
Economic and
Public Policy Research

North Shore - Healthcare

Occupational Deep Dive – UMass Donahue Institute

- Supplements the Northeast Regional Blueprint released last summer
- Number of jobs, openings, and projections for the target occupations and set of related occupations
- Education and skill requirements
- Wages
- Local training providers documented

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Healthcare

Key Recommendations:

- Providing training and certification in multiple languages can help reach more potential staff and accommodate diverse patient populations.
- Providing support and flexibility for challenges employees might be facing can help employees and potential employees be successful; for example:
 - Transportation support
 - Flexible schedules for family responsibilities
 - Training for the hiring process.
- Partnering with local educational organizations to create career pipelines and further education for employees can help recruit and retain staff.
- Internal training and opportunities for advancement can help incentivize employees to stay.

Appendix B: Occupational Pathway Comprehensive Exploration Infographics

Find Your Pathway to a Career in Healthcare on the North Shore! Starting as a Certified Nursing Assistant (CNA)



Breakout Sessions

Break into 3 groups for about 15 minutes...

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?
- Other thoughts on these projects?

Updates: Healthcare/BH HUB

- North Shore is the lead on the Healthcare grant with the Lowell and Merrimack Valley MassHires as subcontractors.
- Programs started as of April 2024. Year 2 began January 2025.
- As of September 1, 2025, we have 175 participants.
- Greater Lowell is the lead on the Behavioral Healthcare HUB Continuation Grant.
- North Shore is a subcontractor focusing on Community Healthcare Workers and Recovery Coaches – 4 enrolled, 6 pending.

MassHire Greater Lowell – 40 Participants

- 9 Dental Assistants
- 8 Certified Nursing Assistants
- 5 Phlebotomists
- 9 Certified Medical Assistants
- 5 Emergency Medical Technicians
- 1 Pharmacy Technician
- 3 Central Sterile Technicians

MassHire North Shore – 123 Participants

- 6 Certified Medical Assistants
- 19 Certified Nursing Assistants
- 13 Phlebotomists
- 2 Pharmacy Technicians
- 9 Central Sterile Technicians
- 74 LPNs (tutoring)

MassHire Merrimack Valley – 12 Participants

- 11 Certified Medical Assistants
- 1 Pharmacy Technician

Updates: MA CEC Offshore Wind/Clean Energy Grant

**Cohort 2: Graduated
May 9th from Salem High School!**



MASSHIRE North Shore WB

**Cohort 3: Graduated
August 21st from Essex Tech!**



Updates: MA CEC Offshore Wind/Clean Energy Grant

- 3 cohorts have completed to date.
- Participants received training in the following:
 - Introduction to the Trades and Clean Energy
 - Professional Skills (résumé writing, interviewing, salary negotiation, time management, goal setting, etc.)
 - Certifications: Completion Certification, HotWorks, OSHA 30, EPA 608, Ramset Powder, RLS, and CPR/First Aid/AED
 - Basic Tool Skills and Job Site Awareness & Safety
 - Basic Construction: Metals/Wood/Concrete/HVAC/Welding
- Cohort 3 Post-graduation Placements: 3 Clean Energy Placements
 - 3 more graduates are in final Interview stages.
 - We are working to connect graduates from all 3 cohorts with local trade and clean energy organizations.

Updates: AMTEP

- Secretary of Labor Lauren Jones visited Harmonic Drive as part of the "REV 250" tour in June.
- Tour across MA highlighted the work in revolutionary areas
- MassHire-North Shore highlighted AMTEP including Harmonic Drive's 26 AMTEP graduates along with partners ECCF, North Shore Community College, Essex Tech, E-Team, GE Aerospace Foundation, Commonwealth Corporation.



Funding:

- **Completed 2020 \$6.9M grant donation**
- **Received \$1M grant extension for 2026/2027**
- **Received \$1M (anonymous foundation)**
- **Forecasting more CommCorp state funding**
- **Reviewing other private funders**

Upcoming Events:

- **November Manufacturing Employer Event (planning now)**

Updates: AMTEP

AMTEP 2025 Summer Classes (Placing Students Now)				
EDUCATIONAL PARTNER		Enrolled	Completed	Placed
E-Team @ LVTI - Machining (July Graduation)		23	22	12
Essex Tech - Machining (July Graduation)		25	24	11
Essex Tech (first entire ESL class) Electro-Mechanical Assembly (August Graduation)		9	9	2
Completed and Placing	Subtotals 2025 =	57	55	25

AMTEP 2025 Upcoming Classes (Starting Fall)		
EDUCATIONAL PARTNER		Estimated to Enroll
Aug-Sept: North Shore Comm College - Foundations		30
Sept: Essex Tech - Machining		29
Sept: Essex Tech - Welding		9
Oct: Essex Tech - Electromechanical Assembly		10
Oct: E-Team @ LVTI - Machining		30
Enrolling Now	Fall Subtotals 2025 =	78

Updates: Digital Literacy Courses

Completed Courses:

Intermediate –
Windows 101/Microsoft Office

- 1x at NSCC in Lynn – students from Pathways Inc.
- 2x at Pathways Inc. (2nd is in progress, will finish 10/27)
- 1x at Wellspring (Gloucester)

Future Courses:

- Intermediate – Windows 101/Microsoft Office
 - Nov. 2025 – Salem CC (Spanish Instr.)
 - Nov. 2025 – Wellspring (English Instr.)
 - Nov. 2025 – Wellspring (Spanish Instr.)
- Advanced – Microsoft Excel
 - 2x Nov. 2025 – Salem CC/TBD
 - 2x Winter/Spring 2026 – Salem CC/TBD



Justice • Equity • Diversity • Inclusion

Upcoming Meeting Schedule for FY 2025/2026:

- November 13, 2025 (possibly in person)
- January 8, 2026
- March 12, 2026
- May 14, 2026