

January 8, 2026

Board Meeting



**NORTH SHORE
WORKFORCE BOARD**

Top Workforce Development Themes for 2026

1. Skills-based Hiring

- Focus on skills, credentials, and experience—not just degrees

2. Continuous Reskilling

- Ongoing learning and career mobility as the new norm

3. Human Skills & Leadership

- Strong supervisors, communication, adaptability, judgment

4. Skilled Trades & Essential Sector Labor Shortages

- Construction, healthcare, manufacturing, energy, childcare

5. AI Integration & Literacy (*Last—but Foundational*)*

- Practical use of AI to support work (not replace people)

Agenda

1. Chair's Report
2. Federal and State Funding and Legislative Updates
3. Healthcare HUB
4. Program Updates
6. Upcoming Meeting Schedule for FY 2026

Chair's Report

*Approve November 13th Board Minutes

- Chair's Report
- Board Meeting Structure (*potential change to 4 meetings per year*) and Updating of Bylaws
- Spirit of MassHire Award
- ESOL Occupational Skills Class (Pilot)
- Youth Pilot Summer Jobs Program

Board Meeting Structure

- Potential change: move to 4 meetings annually instead of 5
- Shift annual meeting to June instead of May
- More to come during our March meeting!

Spirit of MassHire Award



- Eliud Alcala was the recipient of the Spirit of MassHire award!
- Presented at the State House on 11/19 with other MassHires, the Lt. Governor, and Secretary of Labor
- This Spirit award is a reflection Eliud's hard work and passion as well as that of the North Shore Career Center and WB team!

ESOL Occupational Skills Class (Pilot)

- Submitting proposal for pilot ESOL program to Eastern Bank Foundation
- If awarded, would fund several cohorts of 10 to 20 participants for contextualized ESOL
- Will prepare for our training programs in HVAC, Manufacturing, Clean Energy, and other trades
- Proposing to offer ESOL training 3x per week prior to training and 2x per week during training
- Partnering with ECCF, Pathways Inc., NSCAP, and others

Gateway Cities Learning Community Pilot

December 9th Announcement/Kickoff Event

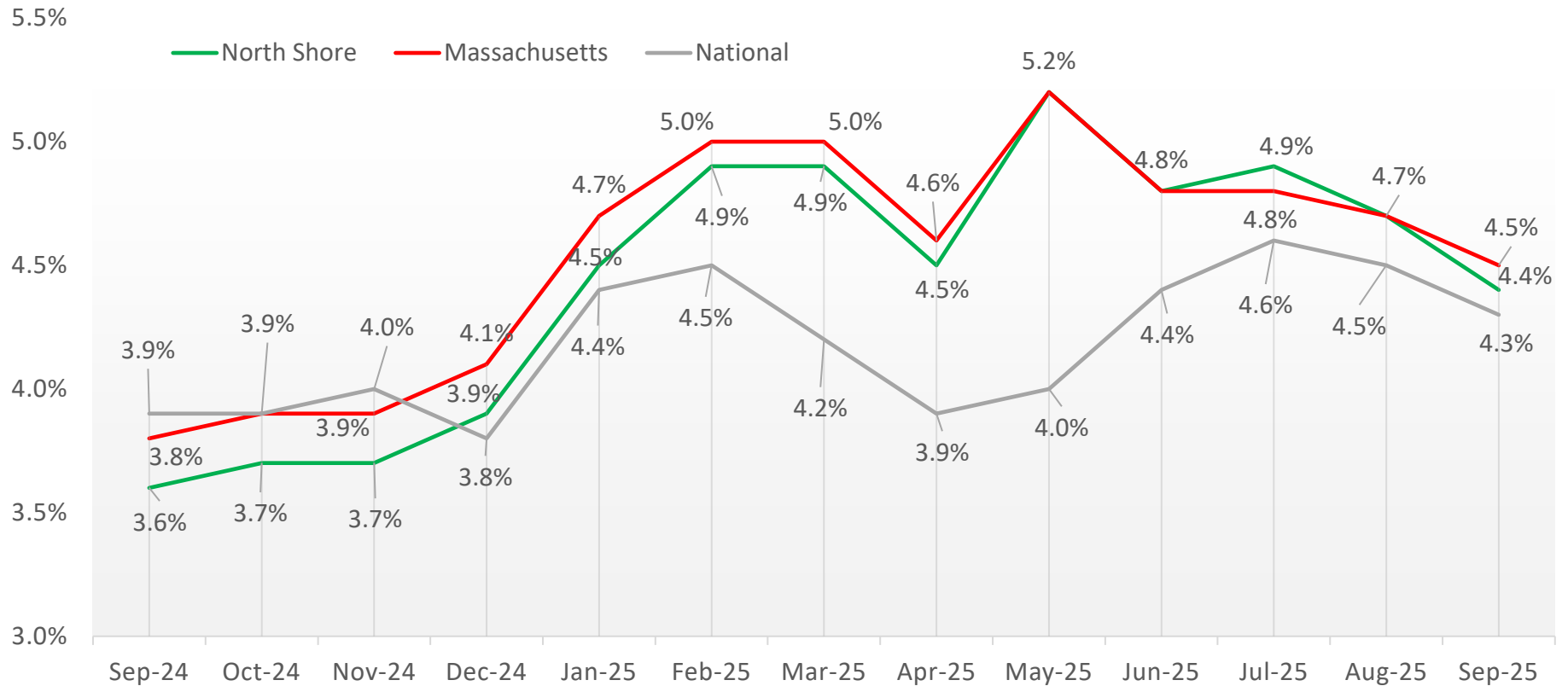
Secretary of Labor Lauren Jones came to Lynn to announce the 4 Workforce Regions awarded the new Gateway Cities Learning Community Pilot.

Pilot calls for regional collaboration to enhance youth employment opportunities.

MassHire-North Shore & partners were highlighted. Ed O'Sullivan was on a panel with Mayor Nicholson and LCHC CEO Brenda Rodriguez with Secretary Jones as moderator.



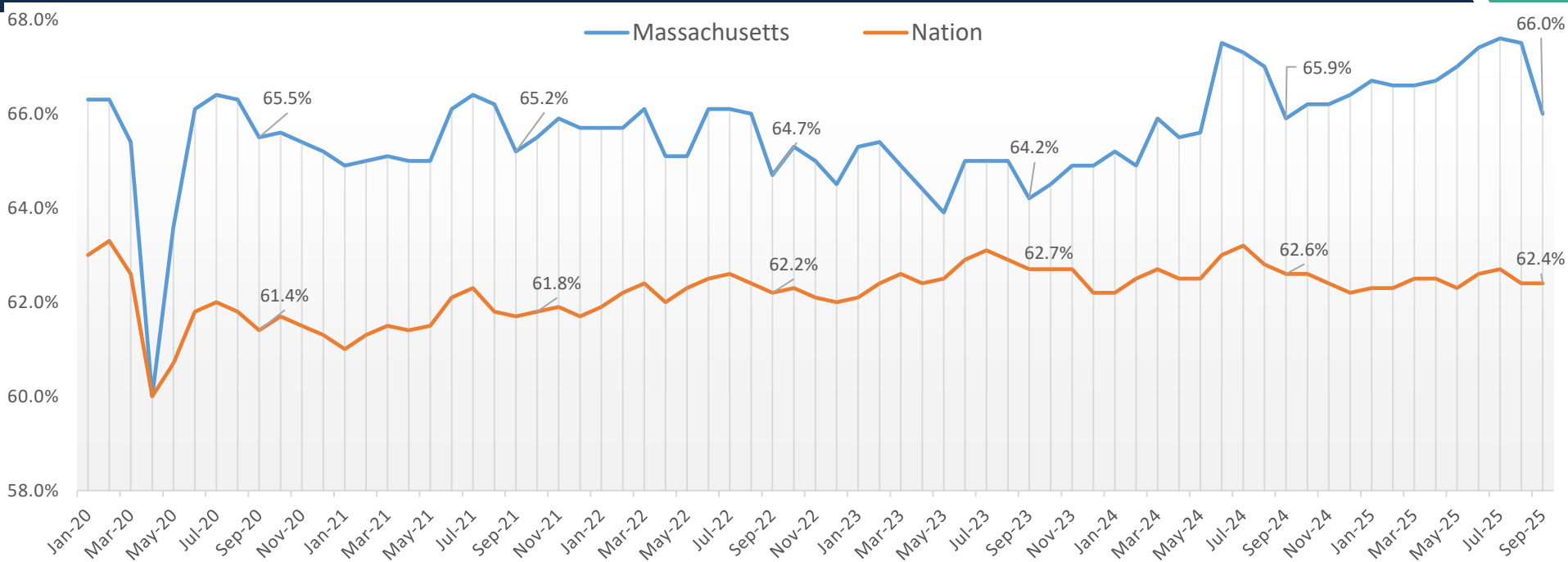
North Shore Unemployment



- **National unemployment rate increased 0.4% from Sept. '24 to Sept. '25**
 - **Massachusetts unemployment rate increased 0.7%**
 - **North Shore unemployment rate increased 0.8%**

Source: MA DER, Labor Force and Unemployment Statistics (LAUS), National, Massachusetts, Sept 2025
 MA DER, Labor Force and Unemployment Statistics (LAUS), North Shore, Sept 2025

Labor Force Participation



- Current rate of 66.0% is 6.0% higher than the Covid rate of 60% and -0.3% lower than the July 2020 rate of 66.3%
- September 2025 labor force participation rate has increased 0.1% over the past year

Welcome, New Board Member!

Welcome Molly Cohen

Superintendent, Lynn Public
Schools



Guest Speaker

Federal and State Funding and Legislative Updates

– Cole Angley, J.D., Executive Director of the Massachusetts Workforce Association

Program Spotlight

Healthcare/Behavioral Health Programming in the Region

Updates: Healthcare/Behavioral Health

MassHire-Greater Lowell

- **47 Participants**
- **5 Phlebotomists**
- **10 Dental Assistants**
- **11 Certified Nursing Assistants**
- **6 Emergency Medical Technicians**
- **11 Certified Medical Assistants**
- **1 Pharmacy Technician**
- **3 Central Sterile Technicians**

MassHire-North Shore

- **141 Participants**
- **7 Certified Medical Assistants**
- **28 Certified Nursing Assistants**
- **21 Phlebotomists**
- **2 Pharmacy Technicians**
- **9 Central Sterile Technicians**
- **74 LPNs (tutoring)**

MassHire-Merrimack Valley

- **12 Participants**
- **11 Certified Medical Assistants**
- **1 Pharmacy Technician**

Updates: Healthcare/Behavioral Health

- North Shore is the lead on the **Healthcare Hub** Continuation Grant with the Lowell and Merrimack Valley MassHires as subcontractors.
- Programs started as of April 2024: Year 3 began January 1, 2026, and will end on December 31, 2026
- As of December 31, 2025, there were 200 participants receiving training services through this grant.
- Additional 67 enrollments are projected for year 3
- 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: 29 enrolled to date.

Updates: AMTEP

Winter Highlight:

12/3/25 Manufacturing Employer Round Table (facilitated by Lisa LaPorte-Pais, KROHNE)

SPECIAL GUESTS:

- Maria DiStefano, MA Office of Business Development, shared tax & other incentive programs
- Meghan Abella-Bowen, Mass Tech Collaborative, shared capital grants & other manufacturing funding

Round Table Discussion: facilitated by Lisa LaPorte-Pais (KROHNE) & Charlie Anastos (Harmonic Drive)

- Manufacturers are not slowing down in CY2026!
- Need intermediate incumbent worker training: *putting together a team of companies, educators, and AMTEP grads for this item*
- Looking for more automation curriculum
- Manufacturers interested in ESOL in AMTEP Curriculum (ENGEN)

Updates: MA CEC Offshore Wind/Clean Energy Grant

- 3 cohorts have completed to date!
 - Current Program Graduate Details
 - Enrolled = 36
 - Successful Completion = 35
 - Completion Rate: 97.22%
 - 14 Employed in Clean Energy Roles After Graduation
 - 40% of Graduates Pursued Clean Energy Roles Upon Completion
 - Organization Examples: Vineyard Wind, ServPro, National Grid
 - 4 Interviewed with Unions
 - 2 Accepted, 2 Waiting on Reply (Interview Results Estimated Jan./Feb. 2026)
 - Organization Connections
 - Still being conducted
 - 2-3 local open job emails for related clean energy/trades positions sent to graduates every week
 - Preparing for Summer 2026 next round of training
 - Will use details from SWOT analysis conducted from Cohort 3 (Summer 2025) to improve program structure
- Next Steps:**
- ESOL Training to OSW Program Pipeline
 - Begin planning and preparing for next round of trainings

Updates: Digital Literacy Courses

Completed Courses:

Intermediate –
Windows 101/Microsoft Office

- 1x at NSCC in Lynn – students from Pathways, Inc.
- 2x at Pathways, Inc.
- 2x at Wellspring (Gloucester)

Winter 2025-2026 Courses:

Intermediate – Windows 101/Microsoft Office

- October 2025 – Pathways, Inc. (completes 1/21/26)
- January 2025 – NSCDC (Spanish instruction)

Advanced – Microsoft Excel

- December 2025 – Pathways Inc.
- February 2025 – North Shore Latino Business Association
- Winter 2025 – Wellspring (Gloucester)
- Spring 2025 – NSCDC (Spanish instruction)

Upcoming Meeting Schedule for FY 2025/2026:

- March 12, 2026
- *May 14, 2026* (Changing to June 11th, 2026,
@ 8:30 AM)



**NORTH SHORE
WORKFORCE BOARD**

Massachusetts Labor Force Participation & Unemployment by Race

Labor Force Participation Rate				
Race	September			Change 2023-2025
	2023	2024	2025	
Total	64.9%	66.6%	66.7%	1.8%
White	65.2%	66.3%	66.1%	0.9%
Black	66.9%	67.5%	66.7%	-0.2%
Hispanic or Latino Ethnicity	63.2%	64.4%	67.1%	3.9%
Asian	65.5%	69.9%	70.1%	4.6%
All Other Groups*	57.3%	72.0%	71.8%	14.5%

*=Hispanic and Latino ethnicity is a separate demographic concept from race in the CPS statistics. People of Hispanic or Latino ethnicity may be of any race.

** = includes Native Hawaiian or Other Pacific Islander; Other

- Labor force participation has increased for nearly all cohorts.
- However there was a slight decline among Black workers and White workers have experienced a slower rate of labor force participation growth compared other cohorts.

Initial Unemployment Insurance Claims

Region	Number of Initial Claims for the Week Ending:		
	9/13/2025	9/14/2024	9/16/2023
Massachusetts	50,452	48,848	51,126
North Shore	3,204	3,080	3,157

- 50,452 initial claims in Massachusetts
- 3,204 initial claims on the North Shore
- The number of initial claims in Massachusetts has decreased 1.3% in the past two years.
- The number of initial claims on the North Shore has increased 1.5% in the past two years.

Initial Unemployment Insurance Claims

North Shore Initial Claimants			
Industry	9/13/2025	9/14/2024	9/16/2023
Professional, Scientific, and Technical Services	496	417	494
Health Care and Social Assistance	369	262	252
Retail Trade	302	248	281
Construction	297	298	314
Admin & Support, Waste Mgmt & Remediation	261	278	302
Manufacturing	221	138	165
Accommodation and Food Services	191	216	220
Public Administration	161	97	65
Finance and Insurance	133	161	113
Wholesale Trade	130	131	176
All Other Industries	643	834	775

Top 5 Initial Claim Industries:

- 1. Professional, Scientific, and Technical Services: 15.5%**
- 2. Health Care and Social Assistance: 11.5%**
- 3. Retail Trade: 9.4%**
- 4. Construction: 9.3%**
- 5. Admin. & Support: 8.1%**