

May 8, 2025

Board Meeting



**NORTH SHORE
WORKFORCE BOARD**

Chair's Report

*Approve March Board Minutes

Chair's Report

A. WIOA Update – Budget Updates

B. DCS Modernization Project – Overview

C. Massachusetts Workforce Board Summit – April 3rd and 4th

D. Updated LMI (Attached)

WIOA Update and Our Budget

Updates:

- No word on WIOA reauthorization yet: we will keep you all in the loop.
- Anticipating 10% reduction in WIOA funding
- Anticipating level state funding
- We have a few vacant positions, are holding off on hiring, and will reassess in late summer based on our budget.
- Seeking additional grant funding in Climate Tech/Manufacturing, IT etc. from Fidelity Foundation, CommCorp, and MassCEC

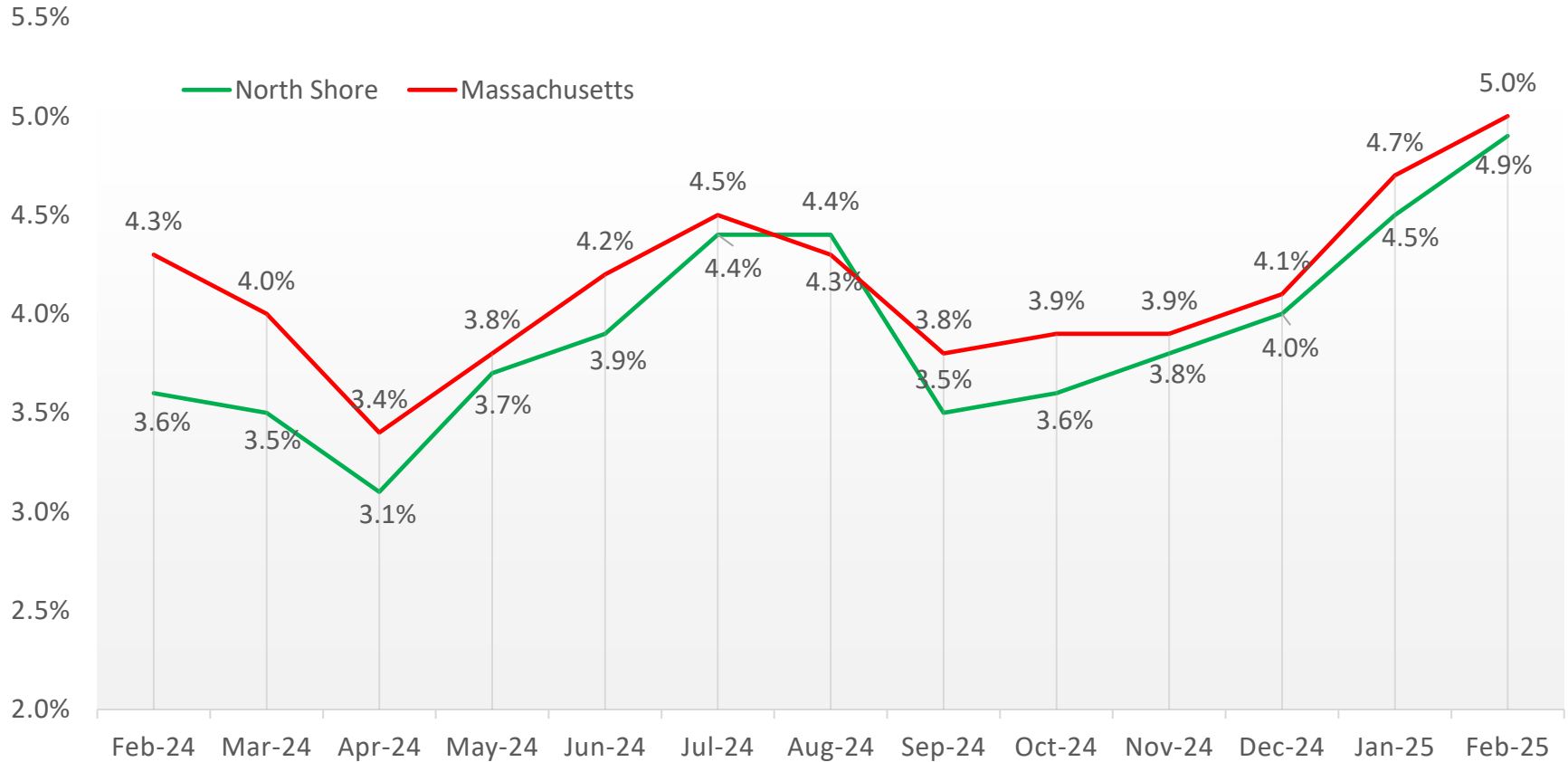
Database Modernization Project

- MassHire system uses the Massachusetts One-Stop Operator System (MOSES) for all customer transactions
- System needs updates and a possible total overhaul due to its age
- Ernst and Young is conducting an analysis of the system and the possibility of updates to enhance the customer experience, data tracking, and performance analysis
- MassHire staff and Board members have participated in focus groups over the past month
- Recommendations will be made later this summer – more to come

Annual Workforce Board Summit

- Summit held April 3rd and 4th on the Cape in Brewster
- Topics covered:
 - Updates from Secretary Lauren Jones
 - Healthcare panel with employers from the Cape
 - Federal and state funding updates
 - Introduction of new MDCS Director Beth Goguen
- We hope next year's summit will be held closer for Board members who would like to attend.

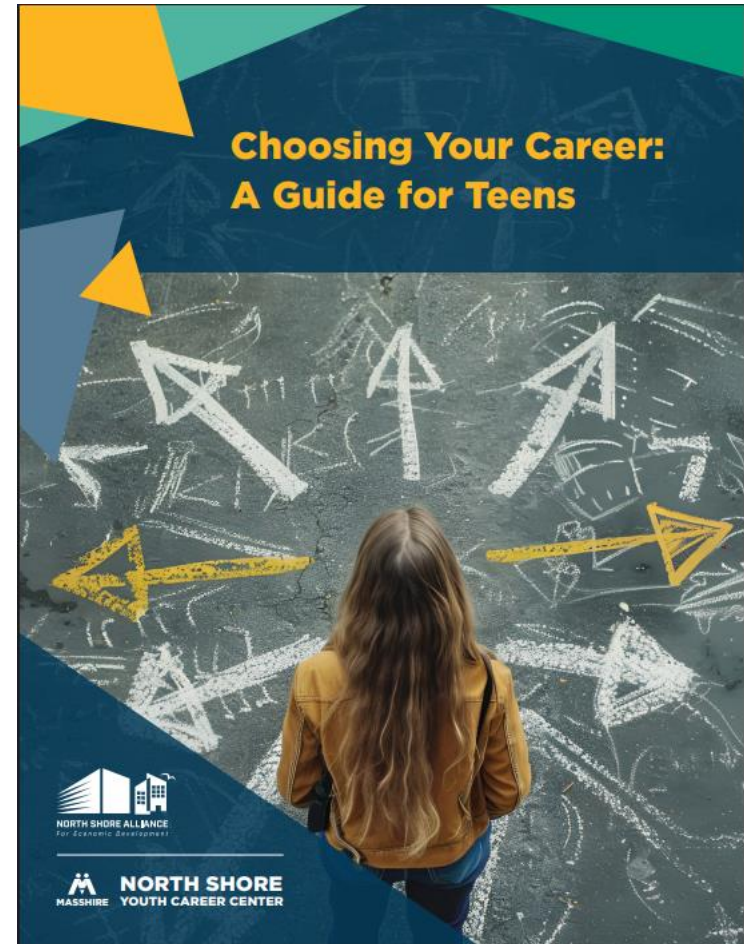
North Shore Unemployment



- Unemployment rate increased 1.3% from Feb. '24 to Feb. '25

LMI Research Projects

- Working in collaboration with the North Shore Alliance for Economic Development
- The guide (8 pages) highlights the critical industries on the North Shore
- Information on salary and education requirements as well as career pathways is included
- Additional resources are referenced in the guide
- Anticipated release in early summer 2025



LMI Research Projects

- Working in collaboration with the North Shore Alliance for Economic Development
- This will supplement 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
- Anticipated release in late summer 2025

**North Shore Health Care
Occupational Deep Dive**
UMass Donahue Institute

Executive Committee

New Members

- Chair: Lisa LaPorte-Pais, Krohne Inc. (new)
- Vice Chair: Tom Sands, Beverly/Lahey Hospital (new)
- Secretary: John Flinn, Innovent Technologies (current)
- Treasurer: Anna Freedman, City of Salem (current)

* We would like to begin to add additional members to the Executive Committee to enhance the committee and to build a pipeline for continuity.

Executive Committee

VOTE on New Members!

WIOA Regulations: One-Stop Operator

- WIOA requires that One-Stop Operators be competitively procured at least once every four years.
 - All One-Stop Operators must be selected through a competitive process, not assigned or appointed directly.
-

Boards must:

- Be fair and impartial
- Avoid conflict of interest
- Maintain clear records of the process

What Does an Operator Do?

- Coordinates Partners
 - Oversees Service Delivery of Partners
 - Monitors Compliance and Performance
 - Coordinates Reporting and Communications
-

Operators don't provide direct services themselves (like job training or case management).

Instead, they coordinate the agencies and providers who do.

Operator Scope of Work: \$15,000 Annual Award

- 1) Convene up to five meetings per year of mandated partners to support the MOU. The Operator will develop meeting agendas, meeting activities, facilitate meetings, and provide meeting notes.
- 2) Convene regular meetings with One-Stop Career Center management to coordinate and ensure the delivery of services related to WIOA.
- 3) Conduct an annual independent performance evaluation of the Career Center for review by MHNSWB.

One-Stop RFP Responses

- 1) Received 2 responses
- 2) Review Committee (comprised of 3 Board members—WB helped to facilitate but did not vote on proposals) completed the process of evaluating the proposals and reviewing references
- 3) Review Committee will recommend Volunteers of America Massachusetts (VOAMASS) to be the Operator

One-Stop RFP Responses

Overview of VOAMASS:

- 501(c)(3) nonprofit serving as a leader in behavioral health and wrap-around services since 1934
- Has provided workforce development programs since 2012
- Familiar with WIOA funding guidelines, partners, and priorities
- Extensive experience in managing large federal, state, and private grants
- Currently administers 7 federal grants with USDOL & USDOJ
- Experience serving as an Operator with MassHire-Metro SouthWest and has partnered with MassHire-Merrimack Valley

One-Stop RFP Responses

Vote on VOAMASS being the Operator!

WIOA Youth Vendors

- 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, or employment
- Mandated to go out to bid every 2 years
- Currently waiting on WIOA allocation to award these contracts
- Received 3 responses (all from current vendors)
- Review process to begin next week with objective reviewers from Youth Pipeline Committee
- After review, we will share rankings of Review Committee and send to Board for electronic vote (TBD, June)
- Contracts expected for July 1 start

Career Center Services



Sandra Efstratiou, Executive Director
Eliud Alcala, Assistant Director

Popular Services & Resources

The MassHire-North Shore Career Center welcomes ALL residents on the North Shore (19 cities and towns). Our headquarters is in Salem, MA: our Lynn Access Point and Youth Career Center is located at North Shore Community College.

RESOURCE ROOM

- **Job Search (Staff-assisted or Self-directed)**
- **Access to Webinars**
- **On-demand Videos**
- **UI Required Services/Information**

Job Seeker Assistance:

Career Readiness Workshops

Traditional Webinars

Résumé Writing
Interview Skills
Optimizing Your Job Search
Online Job Search

Non-traditional Webinars

Salary Negotiations
Using Age to Your Advantage
Job Search with Artificial Intelligence

Popular Services & Resources

Veterans Services

- Dedicated DVOP (Disabled Veteran's Outreach Program) Specialist
- Priority of Services for Vets
- Vocational Guidance
- Veterans Referral Services

Training Services

- Federal & State Training Funding
- Certifications for Career-changers
- Upskilling Options
- Adult Basic Education/ESOL Referrals

Partner Agencies

- Assistance with Department of Unemployment
- Referrals to Department of Transitional Assistance, MassAbility, MA Commission for the Blind, and more

Industry-specific Trainings



- **Healthcare HUB:**
CNA (Certified Nursing Assistant) | Phlebotomy/EKG |
Central Sterile Technician | CMA (Certified Medical Assistant)

- **Advanced Manufacturing Training Expansion Program:**
Machining - Welding - Electro Mechanical Assembly



- **Trades:** Carpentry - Electro Mechanical Assembly -
Plumbing - Building Property Maintenance - Culinary Arts
- Automotive Technician
- **Clean Energy:** Construction pre-apprenticeship
(Offshore Wind and Clean Energy Introduction)

Business Engagement

At no cost to businesses, the MassHire-North Shore Career Center offers valuable resources to businesses looking to hire!



- **Dedicated Business Engagement Team– Outreach**
- **Pre-screened Qualified Candidates for Employment**
- **Workforce Training Fund**
- **Information Sessions**
- **Online Job Postings via MA JobQuest/MassTalent, Social Media, Career Central**
- **Connection to Labor Market Information to Understand Industry Trends**
- **Job Fairs**
- **Recruitment Events**

New Coffee Connections at the Career Center

- First event next week in Salem in collaboration with the Salem Chamber of Commerce
- Connect with local businesses and provide information on available services
- Engage with trainee/graduate cohorts
- Put a face to a name!

<https://salem-chamber.chambermaster.com/eventregistration/register/22033>

Coffee Connection at MassHire

Wed, May 15 | 8 AM - 9 AM



Kickstart your day with coffee and networking at MassHire North Shore's office on Washington Street. MASSHIRE North Shore Career Center, creates and sustains powerful connections between businesses and jobseekers. Their Career Centers, located in Salem, and Lynn, MA, are always available to connect to employment opportunities. MassHire resources offer residents job listings, career training programs, job readiness webinars, networking events, apprenticeship programs, and much more.

Salem Chamber networking events are free for members and first-time attendees. \$20 for non-members. Not a member and looking to attend? Email Jeff@Salem-Chamber.org.

[Register online here.](#)

Connect with the Emerging Workforce



GE Aerospace



Mass General Brigham
Salem Hospital



CROWLEY



INNOVENT
TECHNOLOGIES

CLEAN PRECISION MANUFACTURING



North Atlantic States Regional
COUNCIL of CARPENTERS



NORTH SHORE
COMMUNITY COLLEGE



MASSHIRE North Shore WB



Business Engagement
staff facilitate company
tours and employer visits
for trainees in our programs

Job fairs are held at the end
of each cohort (AMTEP, CTI,
Clean Energy, etc.)

Youth Career Center



**Youth
Ages
14 to 24**

- Career Exploration and Planning
- Job Application Assistance
- Interview Preparation
- One-on-one Career Coaching
- Referral to HiSET/GED programs
- F1stJobs Program (Summer Jobs)
- Job Fairs
- Résumé Assistance

Questions?



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 May 1, 2025, we have 131 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 – 36 Participants

11 Dental Assistants
8 Certified Nursing Assistants
4 Phlebotomists
7 Certified Medical Assistants
5 Emergency Medical Technicians
1 Pharmacy Tech

MassHire-North Shore – 83 Participants

6 Certified Medical Assistants
19 Certified Nursing Assistants
13 Phlebotomists
2 Pharmacy Technicians
9 Central Sterile Technician
34 LPNs (Tutoring)

MassHire-Merrimack Valley – 12 Participants

11 Certified Medical Assistants
1 Pharmacy Tech

Updates: MassCEC Offshore Wind/Clean Energy Grant

- Second Cohort started January 21st at Salem High School and graduates May 9th!
- Already recruiting for Cohort 3 at Essex Tech (June – August)
- Participants receive training in the following:
 - Introduction to the Trades and Clean Energy
 - Professional Skills (résumé writing, interviewing, salary negotiation, time management, etc.)
 - Hot Works, OSHA 30, Hilti, and CPR/First Aid/AED Certification
 - MA Hoisting Introduction
 - Basic Tool Skills and Job Site Awareness & Safety
 - Basic Construction: Metals/Wood/Concrete/HVAC/Welding

Updates: AMTEP

Classes

- Graduated 2 Machining classes in February from Essex Tech & E-Team/LVTI: about 77% placed to date
- Graduated Electromechanical Assembly & Welding on 5/1 @ Essex Tech: EMA has 6 of 7 placed, working with Welding students on job placement
- In process: 2 more Machining classes @ Essex and E-Team/LVTI; Job Fair 6/26 @ North Shore Community College Lynn campus
- Started 10 ESL Students @ NSCC Foundations and vocational EMA will start 6/24 for a summer program
- NSCC is recruiting for an August Foundations for September Machining @ Essex Tech
- Essex Tech will start EMA and Welding; E-Team will start their Machining again in the fall

Funding

- Completing the original GEF donation of \$7M this year (2020-2025)
- Received \$1M extension grant from GEAF for 2026
- In the middle of a \$500K grant from CommCorp (2025/2026)
- Application submitted in April for a \$1M Fidelity Foundation grant
- Upcoming submittal of a \$50K planning grant from MassCEC in partnership with ECCF to see how many manufacturers are tied to clean energy: this would tie into an execution application in 2026

Upcoming Events

- **May 13** MassTech Collaborative's Advanced Manufacturing Training Strategic Planning Meeting
- **June 10** Harmonic Drive will host the Secretary of Labor & Workforce Development Lauren Jones

Updates: Digital Literacy Courses

Two Intermediate courses currently running:

- Wellspring (Gloucester)

April 9th – June 18th

- Pathways (Lynn)

April 10th – June 24th

Future Courses

- Intermediate – Windows 101/Microsoft Office
 - 2 x Summer/Fall 2025
 - 2 x Winter/Spring 2026
- UI/UX Design (1x Spring 2026)
- Front End Web Development
(1x Winter/Spring 2026)
- Advanced – Microsoft Excel
(1x Fall/Winter 2025)

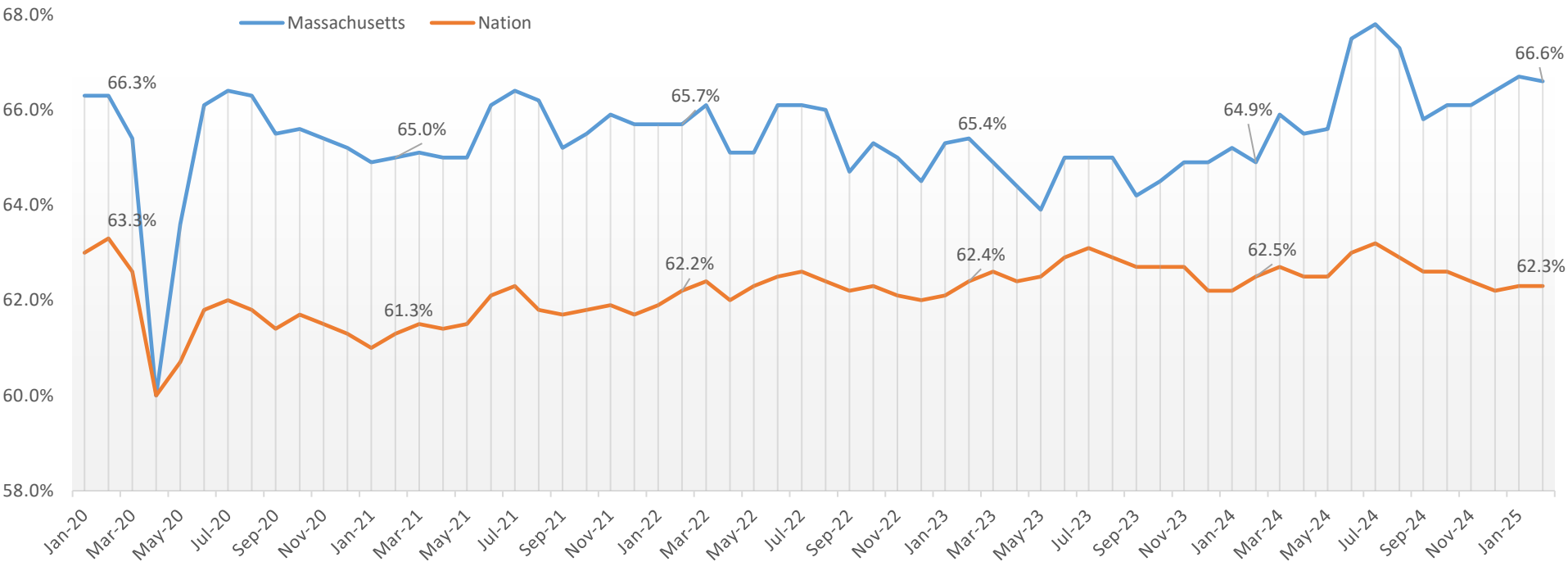


Justice • Equity • Diversity • Inclusion

Upcoming Meeting Schedule for FY 2026:

- September 11, 2025
- November 13, 2025
- January 8, 2026
- March 12, 2026
- May 14, 2026

Labor Force Participation



- Current rate of 66.6% is 6.6% higher than the Covid rate of 60% and 0.3% higher than Feb. 2020 rate of 66.3%
- February 2025 labor force participation rate has increased 1.7% over the past year



Massachusetts Labor Force Participation & Unemployment by Race

Labor Force Participation Rate				
Race	February			Change 2023-2025
	2023	2024	2025	
Total	65.1%	65.1%	66.8%	1.7%
White	65.5%	64.9%	66.5%	1.0%
Black	65.5%	67.4%	68.0%	2.5%
Hispanic or Latino Ethnicity	63.3%	63.0%	64.7%	1.4%
Asian	65.0%	69.1%	69.5%	4.5%
All Other Groups*	63.8%	62.2%	71.5%	7.7%

- Labor force participation has increased for all cohorts.
- However, those with Hispanic/Latino heritage and Whites have experienced a slower rate of labor force participation growth compared other cohorts.

*=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

Initial Unemployment Insurance Claims

Region	Number of Initial Claims for the Week Ending:		
	2/15/2025	2/17/2024	2/18/2023
Massachusetts	76,395	77,030	75,853
North Shore	4,727	4,683	4,484

- 76,395 initial claims in Massachusetts
- 4,727 initial claims on the North Shore
- The number of initial claims in Massachusetts has increased 0.7% in the past two years.
- The number of initial claims on the North Shore has had increased 5.1% in the past two years.

Initial Unemployment Insurance Claims

North Shore Initial Claimants

Industry	2/15/2025	2/17/2024	2/18/2023
Construction	813	760	667
Admin. & Support	696	662	691
Professional, Scientific, and Technical Services	452	493	445
Accommodation and Food Services	452	460	449
Retail Trade	331	334	337
Health Care and Social Assistance	256	279	254
Arts, Entertainment, and Recreation	201	194	201
Manufacturing	191	204	150
Transportation and Warehousing	184	173	156
Wholesale Trade	157	162	118
All Other Industries	993	960	1,016

Top 5 Initial Claim Industries:

1. **Construction: 17.2%**
2. **Admin. & Support: 14.7%**
3. **Professional, Scientific, and Technical Services: 9.6%**
4. **Accommodation and Food Services: 9.6%**
5. **Health Care and Social Assistance: 5.4%**

