



NORTH SHORE WORKFORCE BOARD

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DATE: 12/31/2025
TO: Board of Directors
FROM: Ed O'Sullivan
RE: January 8, 2026, Board Meeting

**The North Shore Workforce Board will meet via Zoom on January 8, 2026, from 8 to 9 AM.
The connection information is below and our agenda follows.**

Join Zoom Meeting

<https://us06web.zoom.us/j/83385575568?pwd=9Nx9ExFdc5NhZo2NaruyMaaMoAftNX.1>

Meeting ID: 833 8557 5568

Passcode: 791862

One tap mobile

+13017158592,,83385575568#,,,,*791862# US (Washington DC)

+13052241968,,83385575568#,,,,*791862# US

AGENDA

1. Chair's Report

- A. Board Meeting Structure (potential change to 4 meetings per year) and Updating of Bylaws
- B. MassHire Spirit Award
- C. ESOL Occupational Skills Class (Pilot)
- D. Youth Pilot Summer Jobs Program
- E. Brief LMI

2. Federal and State Funding and Legislative Updates

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

3. Healthcare HUB

- A. Update and Data from Recent Classes

4. Program Updates

- A. Mass Broadband Initiative Digital Literacy Project
- B. AMTEP
- C. Pre-apprentice/Clean Energy

5. Upcoming Meeting Schedule for FY 2026

March 12, 2026 (remote meeting) – May 14, 2026 (**change to June 11, 2026, hybrid meeting**)

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.



NORTH SHORE WORKFORCE BOARD

BOARD REPORT

January 8, 2026

Prepared on
December 30, 2025

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**MassHire-North Shore Workforce Board of Directors
Meeting Minutes for November 13, 2025, Board Meeting**

Directors Attending: Keisha Antoine/Steve Maser (for John Keenan) [Steve Maser via Zoom], Molly Cohen (for Lynn Public Schools), Tom Daniel, John Flinn, Deb Gaudet (for Diane Smith), Emily Hayden [Zoom], Bill Heineman, James LeBlanc, Dave Manning, Lisa LaPorte-Pais, Neal Roderick [Zoom], Tim Reilly (for Tom Sands), Jill Sawyer/Lisa Berube (for Heidi Riccio), Steve Shea [Zoom], Josh Shepherd, Joe St. Pierre, Stephen Zrike

Others attending: Mayor Pangallo (City of Salem), Robert McCarthy [Zoom] (Sen. Lovely's office), Phil Hayes [hireopportunities.net]

Directors Not Attending: Charlie Anastos, Karen Andreas, Justin Anshewitz, Jay Daley, Cecilia Gray, Meaghen Hamill, Joy Livramento-Bryant, Paul Mahoney, Laurie Roberto, Kara Sittig, Danya Smith, Bill Tinti

Staff Attending: Eliud Alcalá, Brian Carmichael, Josh Crowder, Katie Crowder, Cheryl Dick, Sandra Efstratiou, Marcia Griesdorf, Kari Heen, Omar Nunez, Kate O'Malley, Ed O'Sullivan, Maranda Smith

The meeting format was hybrid: in person at the Salem City Hall Annex, 98 Washington Street (Large Conference Room – 1st floor) with a simultaneous Zoom option for those attending remotely.

The meeting began at 8:06 AM.

A quorum was present with 17 members represented.

The September 11th WB meeting minutes were approved later in the meeting: please see the notation on p. 5.

Welcome from Mayor Dominick Pangallo

Mayor Pangallo welcomed the board and guests and noted the great partnerships created by MassHire and the board including the Clean Energy/Offshore Wind work, partnerships with Salem High School including CTI, and this year's summer youth pilot that provided wages and support for 10 Salem youth within City of Salem departments. He noted that Salem is working with UNICEF as part of their Child Friendly City initiative to create even more opportunities for young people (one of only 9 US communities).

CHAIR'S REPORT

(Presented jointly by Lisa LaPorte-Pais, Chair, and Ed O'Sullivan, Executive Director)

[A PowerPoint presentation is on file with highlights included below. Attendee comments are paraphrased.]

- **WIOA Update**
 - There is little movement in terms of WIOA reauthorization and any updating of the law, especially with the current DC situation. We are continuing to monitor the situation through the Massachusetts Workforce Board Association (MWA).
 - At our upcoming January Board meeting, Cole Angley/Executive Director of the MWA will update us on the federal funding situation as well as the budget as it relates to Massachusetts.

- **Massachusetts Jobs and Workforce Summit**
 - Held by the Massachusetts Workforce Association in collaboration with the Workforce Solutions Group on September 25th at Northern Essex Community College.
 - The North Shore region had a good turnout including Lisa LaPorte-Pais and Charlie Anastos from the board along with several MHNS staff.
 - A variety of presenters included Paul McMurtry/house chair for the joint committee on labor and workforce development, Senator Jacob Oliveira, Lauren Jones/Secretary of Labor and Workforce Development, and Curtis Dubay/Chief Economist of the US Chamber of Commerce.
 - Nancy Stager of the Eastern Bank Foundation and former WB board chair received the Kathy Mainzer award which recognizes an individual who has demonstrated commitment to the betterment and transformation of our Massachusetts workforce development system and who has displayed leadership in spearheading new initiatives and sharing new ideas around workforce development. Many of you served on this board with Nancy and she highlighted important initiatives that she worked during her time with the WB and also while with the Eastern Bank Foundation.
- **Board Meeting Structure:** potential schedule change to 4 meetings per year
 - The executive committee is considering the possibility of changing our board meeting schedule from 5 to 4 meetings a year to help us focus more on subcommittee work with subcommittees then reporting to the board.
 - This change would also result in an annual June meeting which would be particularly beneficial since we usually have our funding allocations in April or May.
- **MassHire Spirit Award:** recognizes exceptional innovations and workforce service delivery programming that supports the mission of MassHire
 - The Massachusetts State Workforce Board along with the Secretary of Labor and Workforce Development will be awarding 5 MassHire awards on November 19th at the State House. Award categories include collaboration, modernization, innovation, mentor and system stewardship, emerging leaders, and Spirit of MassHire. 37 MassHire employees were nominated from across the Commonwealth.
 - Eliud Alcala, MHNS Career Center Deputy Director, will be the recipient/winner of the MassHire Spirit Award. We are so excited for Eliud and want to share a quote from his nomination letter that we submitted, as follows:

“Known in and around the communities of the North Shore as a kind, respectful, and proactive person, Eliud is dedicated to helping people. He interacts with customers daily and due to his focused, intentional, and caring demeanor—a demeanor that is no different when speaking with an employer, elected official, or any community member that he meets—people connect with him because they know he cares. In his role with MassHire, Eliud consistently demonstrates a profound understanding of the diverse needs and professional aspirations of those we serve. Whether guiding a young adult toward a first job or helping a seasoned professional navigate a career transition, Eliud ensures that every individual feels seen, supported, and empowered. His efforts have not only improved outcomes for our customers but have also elevated the standards of our MassHire team.”

- This Spirit award reflects Eliud’s hard work and passion well as that of the North Shore Career Center and WB team. Please congratulate Eliud on this special award! Applause/acknowledgement of MassHire Award.
- **ESOL Occupational Skills Class (Pilot) – Occupational Focus**
 - We have been invited to apply for these funds from the Eastern Bank Foundation, and we are optimistic we can get this running.
 - This would be a feeder program into our existing training programs (AMTEP, Clean Energy, CTI, and ultimately Healthcare).
- **November 6th Veterans Job Fair**
 - There was a fantastic turnout and a great Career Center team effort to make this a success with 16 businesses represented and over 150 veterans and job seekers in attendance at the Salem Career Center.
 - Special Guests included Deputy Secretary Andrea Gayle-Bennett and Salem’s Mayor Dominick Pangallo.
 - Ed O’Sullivan noted the importance of job fairs in our work and thanked the participating board members’ organizations (Eastern Bank, Salem Five, and Essex Tech).
- **Welcome to new board member James Leblanc, City of Salem Finance Director**
- *With a quorum present, Lisa Laporte-Pais asked for motion to approve the September 11th, 2025, board meeting minutes. A motion from Tom Daniel was seconded by John Flinn: all in favor, none opposed.*
- **Youth Summer Jobs Program (Summer 2026) [Katie Crowder]**
 - Youth Program 2025 Overview/Summary: Due to reduction in state Youthworks funding, we moved the majority of the funding to summer placements for 2024 and 2025. We are expecting another funding decrease this year after a spike during 2021–2023.
 - **Summer 2024:** 333 subsidized jobs; **2024/25 School Year:** 57 subsidized jobs
 - **Summer 2025:** 390 subsidized jobs; **Expected 2025/26 School Year:** 40 to 45 subsidized jobs
 - Note that job numbers can be skewed by the number of hours worked by each youth. Given the same budget, some youth/worksites choose to complete fewer hours which can lead to more youth working at a site instead of fewer youth working more hours. Youth tend to prefer working 100 to 120 total hours for a positive summer experience.
 - Changes for this school year and summer 2026 which will include smaller, more cohesive programming geared toward younger youth in the Youthworks program along with private sector job development/placement as a more significant part of our work.

- **F1rstJobs: “Do you remember yours?” [Katie Crowder]**
 - Board members shared skills resulting from their first job experiences that they still use today including learning curves relating to the following:
 - Time management
 - How to speak to a manager/boss
 - Being comfortable speaking up for oneself
 - Best practices related to customer service/products/finance/bookkeeping
 - Accountability (learning to show up every day or find a replacement because people counted on you)
 - Working 7 days per week [for example, newspaper delivery]
 - Asking customers for payment
 - Navigating difficult conversations and learning diplomacy as well as responsibility
 - Taking on adult-level responsibilities while being a teen.
 - Commenting on the slide showing shared benefits of early work experiences both for youth and employers, the group mentioned that this is a community benefit and even a moral obligation in some ways.
- **Private Sector Outreach and Job Development [Ed O’Sullivan and Katie Crowder]**
 - A new grant from EOLWD will allow us to hire a job developer to focus specifically on private-sector placements for youth: MHNS is one of 4 regions chosen. Thank you to Mayor Pangallo and Mayor Nicholson, their staff members, and the board members who were involved in our application. We expect to focus on healthcare to start and place 10 to 15 youth with partners Lynn Community Health Center and Beverly Hospital
 - Board members were asked for their thoughts on how to increase private sector participation in hiring teens. Suggestions included
 - Use AI and/or a database to match youth skills to open employment opportunities
 - Work with local partners such as Chambers of Commerce, Rotary Clubs, etc. to promote jobs
 - Work with the Enterprise Center in Salem
 - Promote through social media, videos, marketing, advertising, etc.
 - Provide examples of job descriptions to employers
 - Have our team follow up at the beginning and end of placements to get feedback from employers and ask they would hire again
 - Offer short-term job shadow opportunities first

- Build on co-op experiences and work with those employers on additional placements and longer-term placements.
- **AMTEP [Kate O'Malley]**
 - Update and Data from Recent Classes: Fall Highlights
 - On October 15th AMTEP graduates presented their stories to educational and community partners.
 - A student readiness survey was sent to 25 top AMTEP hiring manufacturing companies: will collate data and create corrective actions
 - AMTEP Graduate Panel – October 18th at Essex Tech
 - Upcoming Events
 - Class tours of manufacturer shops scheduled for November 5th & 12th; December 4th, 11th, 15th & 18th.
 - Manufacturing Employer Event – December 3rd at Essex Tech
 - Welding/CTI Job Fair – November 19th
 - What makes AMTEP successful?
 - Constant Employer Engagement/MHNSCC Manufacturing Outreach Specialist
 - Multi-year Funding
 - AMTEP Partners Commitment to Communication & CPI
 - MassHire Career Coaches' Ongoing Engagement with Classes and CC Manufacturing Outreach Specialist
 - A video of AMTEP graduates from October, 2025, was shown.
- **Program Updates [skipped due to time constraints/see PPT for details]**
 - Mass Broadband Initiative Digital Literacy Project
 - Healthcare (including Behavioral Health)
 - Pre-apprentice/Clean Energy
- **Upcoming meeting schedule for FY 2026 (the January meeting will be virtual) [Ed O'Sullivan]**
 January 8, 2026 – March 12, 2026 – May 14, 2026 [*possibly rescheduling from May to June*]

Tom Daniel's motion to adjourn was seconded by Bill Heineman/Dave Manning simultaneously.

The meeting ended at 9:01 AM.

CAREER CENTER OVERVIEW

North Shore One-Stop Total	Nov. 25		Actual YTD		Nov. 24 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Customers	537	529	2,959	6,353	1,816
Total Customers	1,270	688	4,466	8,250	2,945

Youth Career Center	Nov. 25		Actual YTD		Nov. 24 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Customers	90	29	510	350	510
Total Customers	104	83	882	1000	752

One-Stop Placements	Q1FY25	Q2FY25	Q3FY25	Q4FY25
FY 25 MHNS Entered Employment Rate	N/A*	65.1%	N/A*	68.9%

*Placement data currently not available

**Please note that survey results for Job Seeker and Employer Satisfaction – July 2025 / Dec. 2025 will be included in the March, 2026, Career Center Overview.*

Employer Services

	Nov. 25		Actual YTD		Nov. 24 YTD
	Actual	Plan	YTD	Plan thru 6/30/26	Actual
New Employer Accounts	15	33	97	400	164
Total Employers Served	24	83	189	1000	405
Number of Employers Receiving Job Seeker Referrals	9	15	96	175	97

TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT

Overall WIOA Activity

	YTD Actual	Planned Thru End of Grant	Nov. 24 YTD
Adult	52	73	52
Dislocated Worker	50	69	80

Overall WIOA Placement

*Placement data currently not available	YTD Actual	Planned Thru End of Grant	Nov. 24 YTD
Adult	4	43	2
Dislocated Worker	7	40	4

Preferred Vendor Performance (top 4 vendors in terms of enrollments)

Vendor	Number Served	Number Exited	Number Placed	Placement Rate	Average Wage	Number Served in FY 25
North Shore CC	13	0	0	N/A	N/A	14
BCI	10	0	0	N/A	N/A	4
Visible Edge	9	0	0	N/A	N/A	33
CMSC Trucking (formerly Parker Driving School)	2	1	1	100%	\$30/hr.	3

YOUTH DIVISION

WIOA - Out of School programs

Vendor	Number Served	Number Exited	Number Placed/Average Wage	Number Served in FY 25
Action, Inc.	19	1	1/\$16 hr.	25
Catholic Charities	24	3	0	41
North Shore CDC	20	3	3/\$16.67 hr.	25

DESE - In School Programs

	Goal	Actual
Student Work and Learning Experiences	475	395

Budget - Actual Summary by Program						
November 30, 2025						
FY	Program Description	Budget	Spent & Obligated TD	Amount Remaining	Percent Remaining	
Federal Funds						
2025	WIOA Formula Funds: Adults	636,894.90	498,942.63	137,952.27	21.7%	*
2025	WIOA Formula Funds: Dislocated Workers	611,301.60	503,702.13	107,599.47	17.6%	*
2025	WIOA Formula Funds: Youth	693,529.20	675,323.85	18,205.35	2.6%	*
2025	WIOA Formula Funds: Administration	215,747.30	126,809.41	88,937.89	41.2%	*
2026	WIOA Formula Funds: Adults	605,061.00	-	605,061.00	100.0%	*
2026	WIOA Formula Funds: Dislocated Workers	566,479.80	-	566,479.80	100.0%	*
2026	WIOA Formula Funds: Youth	634,578.30	428,404.76	206,173.54	32.5%	*
2026	WIOA Formula Funds: Administration	200,679.90	-	200,679.90	100.0%	*
2022	DUA Technology UI Deployment Tech	26,000.00	-	26,000.00	100.0%	
2025	Wagner Peyser ES, 10%	56,543.00	56,543.00	-	0.0%	*
2026	Wagner Peyser ES, 10%	55,068.00	5,825.49	49,242.51	89.4%	*
2024	RESEA Performance allocation	125,000.00	96,198.04	28,801.96	23.0%	*
2025	RESEA Performance allocation	225,000.00	-	225,000.00	100.0%	*
2023	Upskilling Navig ARPA	457,170.83	437,092.44	20,078.39	4.4%	*
2023	WCTF FY21 Donnelly Training BH	319,880.00	257,676.19	62,203.81	19.4%	*
2024	HC HUB Continuation	2,413,205.00	1,454,183.42	959,021.58	39.7%	*
2024	HC BH HUB Continuation	558,114.47	140,436.01	417,678.46	74.8%	*
2026	Vets: Disabled Veterans Outreach Program	28,294.00	5,079.94	23,214.06	82.0%	
2026	SNAP WPP Expansion	1,953.12	1,953.12	-	0.0%	
2025	FP OIFSP	50,000.00	50,000.00	-	0.0%	*
2026	FP OIFSP	75,000.00	4,851.28	70,148.72	93.5%	*
	Total Federal Funds	\$ 8,555,500.42	\$ 4,743,021.71	\$ 3,812,478.71	44.6%	
State & Local Funds						
2024	Off Shore Wind 3yr.	1,196,397.00	504,356.47	692,040.53	57.8%	*
2026	State One Stop	563,019.92	132,068.95	430,950.97	76.5%	
2026	Workforce Training	95,000.00	21,836.74	73,163.26	77.0%	
2026	DTA CIES	110,669.00	24,478.49	86,190.51	77.9%	
2025	FY 25-26 Youth Works	1,320,200.00	1,007,339.71	312,860.29	23.7%	
2026	Connecting Activities	355,425.00	70,381.89	285,043.11	80.2%	
2026	Early College	8,000.00	-	8,000.00	100.0%	
2025	FY25 EA Shelter	124,911.34	112,845.01	12,066.33	9.7%	*
CY2025	GE Foundation	561,569.00	445,037.05	116,531.95	20.8%	
2025	WCTF FY25 Manufacturing Training	500,000.00	293,223.90	206,776.10	41.4%	*
2025	Digital Literacy	157,310.00	122,952.12	34,357.88	21.8%	*
2026	HVAC	135,000.00	1,211.27	133,788.73	99.1%	*
2026	WIOA Partners	10,778.74	-	10,778.74	100.0%	
2025	DTA WPP	5,982.00	-	5,982.00	100.0%	
	Total State Funds	\$ 5,144,262.00	\$ 2,735,731.60	\$ 2,408,530.40	46.8%	
* Multi-Year Grant						
			-			