

November 13, 2025

# Board Meeting



**NORTH SHORE  
WORKFORCE BOARD**

# Agenda

- Welcome
- Chair's Report
- Youth Summer Jobs
- AMTEP Updates
- Program Updates
- Upcoming Meeting Schedule

# Welcome!

## Welcome, Salem Mayor Dominick Pangallo!

Mayor Pangallo is the LEO (Lead Elected Official)  
for the MassHire-North Shore Workforce Board.



# Chair's Report

\*Approve September 11th Board Minutes

## Chair's Report

- 1) WIOA Update
- 2) Massachusetts Jobs and Workforce Summit
- 3) Board Meeting Structure
- 4) Spirit of MassHire Award
- 5) ESOL Occupational Skills Class (Pilot)

# WIOA Update and Funding

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

- No active conversations, at least during the federal shutdown.
- Proposed Block Grant format that the state would apply for— highly unlikely to move forward.
- Cole Angley of the Massachusetts Workforce Board Association will present to us on federal- and state-level funding during the January board meeting.

# Massachusetts Jobs and Workforce Summit

- September 25th event in Haverhill
- North Shore was represented by board members/staff
- Wide variety of presenters including:
  - 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, U.S. Chamber of Commerce
  - Many others

# Massachusetts Jobs and Workforce Summit

Kathy Mainzer Award – presented during the Summit



# 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 January and March meetings!

# MassHire Award

- In recognition of exceptional innovations and workforce service delivery in support of the MassHire Mission
- 5 awards will be presented on November 19th at 11 AM in the State House Hall of Flags.
- The awards cover *Collaboration, Modernization and Innovation, Mentor and System Steward, MassHire Emerging Leader, and Spirit of MassHire.*
- 37 MassHire employees were nominated from across the Commonwealth.
- Awards were selected by the Massachusetts State Workforce Board and Secretary Jones' Executive Office of Labor and Workforce Development.

# Spirit of MassHire Award



- Eliud Alcala will be the recipient/winner of the Spirit of MassHire Award.
- 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 to prepare for our training programs in HVAC, Manufacturing, Clean Energy, and other trades
- Proposing to offer ESOL training 3x week prior to training and 2x week during training
- Partnering with ECCF, Pathways Inc., NSCAP, and others

# November 6th Veterans Job Fair

- Successful job fair held 11/6 at the Career Center
- Annual event prioritized Veterans: also open to the public with over 150 attendees!
- 16 companies attended including board members Eastern Bank, Essex Tech, and Salem Five Bank!

## Special Guests:

- Salem Mayor, Dominick Pangallo
- Deputy Secretary of the Executive Office of Veterans' Services (EOVS), Andrea Gayle-Bennett



# Welcome, New Board Member!

Welcome James LeBlanc  
City of Salem Finance Director

# F1rstJobs

- 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 decrease in funding this year after a spike from 2021–2023.
- We are working on changes for this school year and summer 2026 which will include smaller, more cohesive programming geared toward younger youth in the Youthworks program and then private sector job development/placement as a more significant part of our work.

**Summer 2024**

**333**

**2024–25 School Year**

**57**

**Summer 2025**

**390**

**Expected School Year 2025–26**

**40–45**

**Share:** What are some skills from your first job(s) that you still use today?

## Benefits of Early Work Experiences

### For Youth:

- Build skills
- Increase financial education
- Boost confidence
- Develop positive work ethic
- Explore potential careers
- Develop professional skills
- Create networking opportunities
- Encourage independence
- Earn money!

### For Employers:

- Cost-effective
- Ideal to fill part-time, entry-level work, especially during busy periods or to fill gaps for vacations, etc.
- Help shape the next generation of the workforce
- Youth can be trained to become full-time/permanent employees
- Employees training for management positions can supervise teens
- Youth bring technology skills!

# F1rstJobs

## Summer Jobs Development 2026:

- We have applied for funding from EOWLD for the Gateway Cities Youth Employment Learning Community Grant.
- Through this grant (if awarded), we plan to hire a job developer specifically for young adult jobs in the Gateway Cities.

### The Job Developer will:

- Network and attend events to generate connections with new employers
- Create dialogue about the benefits of hiring young people
- Create sample job descriptions to share with potential employers
- Maintain connections with employers and partners to share successes in youth employment
- Collect data on hiring and continue promotion to place more youth in private-sector jobs

# F1rstJobs

**Years 2-3:** Continue with the model developed for 2026 yet move to include additional critical industries as defined by our Youth Labor Market Blueprint. Expansion of focus to adjacent sectors like health products manufacturing, or biotech would be likely, as Healthcare offers many careers in the business and clinical areas. Developing jobs that meet the interests of the youth in the region is critical, and we would survey youth to find which areas make the most sense.

**Years 3+:** The goal of this model is to be replicable across industries in the North Shore. While we will continue to work in the identified primary industries (manufacturing and financial services), with additional anchor employers, will be sought on an individual basis, based on interests of youth, independent of industry.

<b>Employment Goals</b>	<b>Placements: 2026</b>	<b>Placements: 2027</b>	<b>Placements: 2028</b>	<b>Placements: 2029</b>
Health Care	10-15	25-35	25-35	40+
General	5 to 10*	10-15	20-25	40+
Manufacturing		5	10-15	30+
Financial Services		5	10-15	30+

*\*We anticipate even though we will have a healthcare sector approach we will be able to secure additional private sector job placements in the pilot planning year. There will be a buzz about this program, the Team will capitalize on this energy.*

## Share:

How can we create more private-sector work opportunities for youth?

# Updates: AMTEP

## Fall Highlights:

- AMTEP graduates presented their stories on 10/15 to educational & community partners (highlight video to be shared soon)!
- Student readiness survey sent to 25 top AMTEP hiring manufacturing companies: will collate data and create corrective actions
- AMTEP Graduate Panel – 10/18 @ Essex Tech

84% Job  
Placement

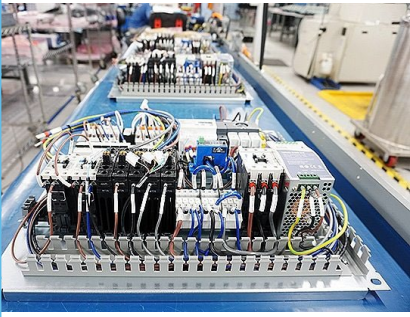
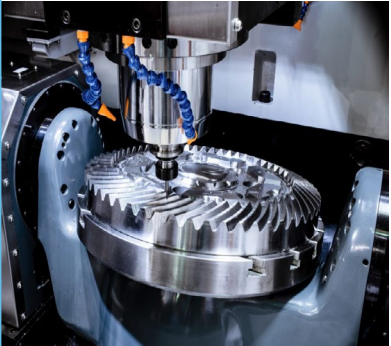
737  
Enrollments  
2020–2025

## Upcoming AMTEP Events:

- Class tours of manufacturer shops set up for November 5<sup>th</sup> & 12<sup>th</sup>; December 4<sup>th</sup>, 11<sup>th</sup>, 15<sup>th</sup> & 18<sup>th</sup>
- Manufacturing Employer Event – December 3<sup>rd</sup> @ Essex Tech
- Welding/CTI Job Fair – November 19<sup>th</sup>

# Updates: AMTEP

GRADUATED CLASSES:	# Customers
FEB 2025 E-Team Machining (started Fall 2024)	23
FEB 2025 Essex Tech Machining* (started Fall 2024)	15
MAY 2025 Essex Tech EMA	7
MAY 2025 Essex Tech Welding	7
JUL 2025 E-Team Machining	23
JUL 2025 Essex Tech Machining	25
AUG 2025 Essex Tech EMA ESOL*	9
ACTIVE CLASSES:	
SEP 2025 Essex Tech Machining*	24
SEP 2025 Essex Tech Welding	9
OCT 2025 Essex Tech EMA	9
OCT 2025 E-Team Machining	30
<b>TOTAL Number of Students in Classes CY2025 =</b>	<b>181</b>



## What are some things that make AMTEP a success?

- **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**

[AMTEP Graduates Video](#)

# AMTEP Video



# 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 2 began January 2025 and will end on December 30, 2025.
- As of November 1, 2025, there are 190 participants receiving training service through this grant.
- 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.

## MassHire Greater Lowell – 45 Participants

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

## MassHire North Shore – 123 Participants

- 7 Certified Medical Assistants
- 28 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

- 3 cohorts have completed to date!
- Participants received training in:
  - ✓ Intro 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
  - ✓ Job Site Awareness & Safety
  - ✓ Basic Construction Intros: Metals/Wood/Concrete/HVAC/Welding

## Cohort 3/Post-graduation:

- 4 students placed in Clean Energy roles
- Working on expanding our clean energy organization connections to enhance current & future programs
- SWOT analysis conducted with training provider to improve next program cohort

## Next Steps:

- Review recruitment process
- Revise interview process
- Continue connecting with organizations
- Modify orientation week

# Updates: Digital Literacy Courses

## Completed Courses:

Intermediate –  
Windows 101/Microsoft Office

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

## Future Courses:

- Intermediate – Windows 101/Microsoft Office
  - Oct. 2025 – Wellspring (English Instructor/Ongoing)
  - Winter 2025 – Salem (Spanish Instructor)
  - Winter 2025 – Pathways, Inc. (English Instructor)
- Advanced – Microsoft Excel
  - 2x Winter 2025: Salem TBD & Pathways, Inc.
  - 2x Winter/Spring 2026: Salem/TBD

# Upcoming Meeting Schedule for FY 2025/2026:

- January 8, 2026
- March 12, 2026
- May 14, 2026



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