



**NORTH SHORE
WORKFORCE BOARD**

Board of Directors Meeting

May 11, 2023

Chair's Report

- A. City of Salem transition to new mayor and other state appointments
- B. Officer elections
- C. Symposium: North Shore Alliance for Economic Development – June 28, 2023, at Hawthorne Hotel
- D. Status of FY 2024 programming and budgets
- E. LMI data

Election of Officers

- Chair – Tracey Cahalane
- Vice Chair – David Gravel
- Treasurer – Anna Freedman
- Clerk – John Flinn

Vote!

WIOA Allocations - MA

Massachusetts

	FY 2023	FY 2024	DIFFERENCE	% DIFF
ADULT	16,456,845	18,040,385	1,583,540	9.62%
DW	22,669,765	20,790,383	(1,879,402)	-8.29%
YOUTH	19,376,968	21,018,238	1,641,270	8.47%
	58,503,578	59,849,006	1,345,408	2.30%

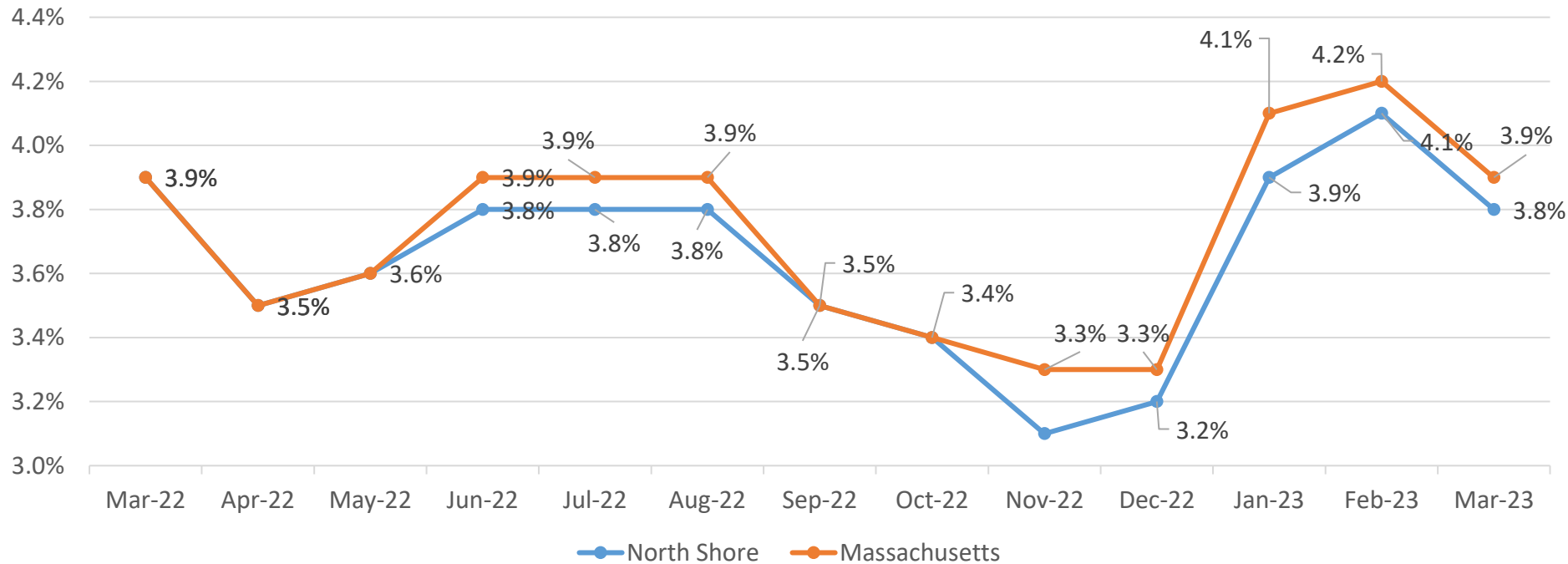
Additional Funding

Early Budget Numbers (select line items)	FY 2023 Amount	FY 2024 Amount	
YouthWorks	1,776,168	2,050,000	<i>contracted</i>
STEM Internship Program	-	180,000	<i>contracted</i>
Early College	15,000	18,000	<i>pending</i>
Connecting Activities	349,790	349,790	<i>pending</i>
WTF WB	95,000	95,000	<i>pending</i>
One-Stop	969,841	634,600	<i>pending</i>
<u>Multi-Year</u>			
AMTEP Grant	392,100	413,500	<i>contracted</i>
Healthcare Hub Training	187,800	187,800	<i>pending</i>
Offshore Wind Planning/Implementation	50,000	1,200,000	<i>pending</i>
Behavioral Health WCTF Grant	45,000	285,000	<i>contracted</i>

Data Discussion

Labor Market Information Update

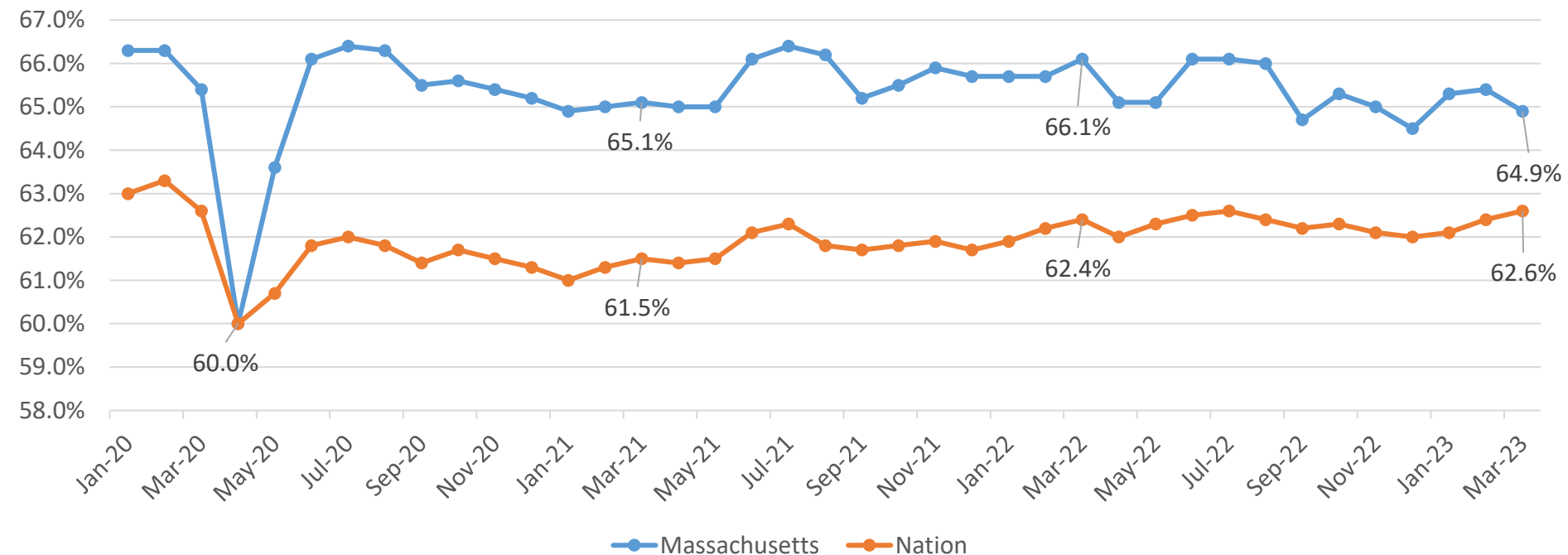
North Shore Unemployment



- Unemployment rate decreased 0.1% from March 2022 to March 2023

Source: MA DER, Labor Force and Unemployment Statistics (LAUS), Massachusetts, North Shore, March 2023

Labor Force Participation



- Current rate of 64.9% is 4.9% higher than the COVID-era rate of 60%
- March labor force participation rate has fluctuated about 1.1% the past three years

Initial Unemployment Insurance Claims

Region	Number of Initial Claims for the Week Ending:		
	3/13/21	3/12/22	3/18/23
Massachusetts	116,776	61,392	74,566
North Shore	7,433	3,748	4,604

- 74,566 initial claims in Massachusetts
- 4,604 initial claims on the North Shore
- The number of continuing claims in Massachusetts and on the North Shore have both declined more than 36% in the past two years

Initial Unemployment Insurance Claims

Initial Unemployment Claimants		
Industry	Mar-22	Mar-23
Construction	18%	14%
Manufacturing	3%	4%
Wholesale Trade	3%	3%
Retail Trade	8%	8%
Transportation and Warehousing	4%	3%
Information	1%	4%
Finance and Insurance	3%	4%
Professional, Scientific, and Technical Services	6%	11%
Admin. & Support, Waste Mgmt. & Remediation Serv.	15%	15%
Health Care and Social Assistance	7%	6%
Arts, Entertainment, and Recreation	4%	4%
Accommodation and Food Services	11%	9%
Other Services	6%	5%
All Other Industries	11%	11%
Initial Unemployment Claimants	3,748	4,604

Top 5 Initial Claim Industries:

- Admin. & Support, Waste Management & Remediation Services – 15%
- Construction – 14%
- Professional, Scientific, and Technical Services – 11%
- Accommodation and Food Services – 9%
- Retail Trade – 8%

Strategies for new goals from Committee meetings:

- A. Expand North Shore workforce – *current work with immigrants*
- B. Improved communication and use of data – *Chamber presentations and increased communication with businesses*
- C. Innovative approaches to service – *update on stipend payments*

Offshore Wind - MassCEC Implementation Proposal

- Submitted in March: an implementation grant with UMass Amherst Gloucester Marine Station, Essex County Community Foundation, and the City of Salem
- Highlights of the proposal included: (1) approximately 35+ MOUs signed by community partners expressing future interest in the project, (2) education training partnerships with Essex Tech and Lynn Tech, and (3) additional community outreach through SAFE, NSCDC, and many others
- 3-year grant to support pre-apprentices with the potential to train 60 individuals
- Participated in proposal conference with MACEC to review the proposal during the end of April
- Held partners' meeting on 5/9 to continue discussion around implementation with strong community presence and recruitment (with or without grant funding)

Youth STEM Internships

Internships – new internship program this year to place high school students in STEM internships

- The grant pays a stipend of \$1500 to students (100-hour experience).
- We are developing internships with NSTC and NSIV.

Internships to date include:

1. Students from LVTI working with middle school students
2. Students working at Salem Hospital
3. Students working in municipal fields such as health offices, IT, etc.
4. 9 young women just completed a 1-year internship at Medtronic

Re-cap of ideas from our last meeting:

- Inventory work
- Prepare a company-wide newsletter: interviewing employees for articles
- General office work: assist with coordination/storage of files
- Digitizing or scanning of documents

Youth Summer Jobs

We anticipate hiring over 500 youth this summer through our YouthWorks program!

- Applications are online and youth response for these opportunities is strong.
- This year the eligible age for this program has increased to 25 years old (a focus on those aged 18 to 25 who have struggled through COVID and need more help than this age group has needed in the past).

We have received requests from nonprofits totaling over \$500,000. Some examples of these jobs are camp counselors, lifeguards, landscapers, local TV production workers, hospital staff, farm assistants, IT assistants, office staff, childcare workers, and more.

We will continue services during the school year to include career speakers, career-readiness workshops, virtual reality career exploration, job fairs, and more to prepare youth for part-time after-school jobs, summer jobs, and long-term career planning.

We hope to service about 1000 to 1200 students this year! We served 800 this past year.

WIOA Youth Programming – RFP update

Formal procurement every 2 years:

1. Received 3 proposals – currently being reviewed by evaluation team
 - a. *Catholic Charities*
 - b. *Action Inc.*
 - c. *North Shore CDC*
2. Recommendations will be made to the Board shortly (next 2 to 3 weeks).
3. All students must receive their HiSET and be on their way to post-secondary education and/or employment.
 - In addition, students participate in occupational skills training leading to an industry-recognized credentials such as CNA, Bookkeeping, IT, EMT, Machining, EKG/Phlebotomy, CompTIA, Pharmacy Tech, and Biotech.
4. Board vote (electronic) to be held in late May!

Note: considering going back out to bid in the late summer/early fall for additional service providers

Future of Work

Informational interviews (30 minutes via phone or in person) between WB members and WB staff on:

- Status of business now versus pre-pandemic?

Tremendous growth, labor force has grown and is more complicated – hiring for shifts is tough, etc.

- WB members' visions of the future?

Upbeat! Focus on the pipeline: thinking of the future always involves thinking of one's children/nieces/nephews.

- How are you dealing with your primary challenges?

Looking at retirements, how to get talent to stay, brain drain...

Upcoming Meeting Schedule for FY 2024

- September 14, 2023
- November 9, 2023
- January 11, 2024
- March 14, 2024
- May 9, 2024



**NORTH SHORE
WORKFORCE BOARD**

Updates from Members

General Updates/Concerns/Ideas from Members

Committee Reports

Workforce Systems Committee – April meeting updates

Virtual meeting held

Discussed enhancing goals and objectives to embrace/develop strategies to help employers and job seekers

Reviewed ‘Career Center on the Go!’ program

Updated committee members on HUB grant, Offshore Wind, Behavioral Health, and regional planning efforts

Committee Reports

Skills Committee – April meeting updates

Virtual meeting held

Discussed enhancing goals and objectives to embrace/develop strategies to help employers and job seekers

Reviewed partner programming and updates

Discussed the Career Technical Initiative (CTI)/Essex Tech – and Career Center involvement

Updated committee members on HUB grant, Offshore Wind, Behavioral Health, and regional planning efforts

Committee Reports

Youth Pipeline Committee – April meeting updates

Virtual meeting held

Discussed committee goals and objectives for upcoming year

Discussed WIOA programming and performance – promoting more of an occupational focus/training, including CTI funding, HUB grant efforts, and ITAs

Reviewed new BH grant opportunity for youth

Reviewed changes (increased \$) in YouthWorks programming as well as additional efforts in STEM internships

Discussed challenges and options for reaching more young people for training/jobs, etc.