



# **NORTH SHORE WORKFORCE BOARD**

## **BOARD REPORT**

**November 12, 2020**

Prepared on  
November 5, 2020

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# MassHire North Shore Workforce Board of Directors

## Meeting Minutes for September 10, 2020

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### **Directors attending:**

Nate Bryant, Tracey Cahalane, Tom Daniel, Tim Doggett, Amy Doherty (for Thelma Williams), John Flinn, Laurie Giardella, David Gagner (for Patrick Tutwiler), David Gravel, Marcia Griesdorf, Joy Livramento-Bryant, Mickey Long, David Manning, Paul Mahoney, Lisa Pais, Bonnie Carr (for Heidi Riccio), Laurie Roberto, Steve Shea, Kathy Thurman (for Nancy Stager), Bill Tinti, Stan Usovicz

### **Directors not attending:**

Robert Bradford, Brian Cranney, Lyndsay Harris, John Keenan, Diane Smith, Edward Tirrell

### **Others attending:**

Justin Anshewitz (North Atlantic States Regional Council of Carpenters), Matt Crescenzo (Congressman Moulton's staff), Mayor Kim Driscoll (City of Salem), Maria Ferri (Peabody Public Schools), Senator Joan Lovely and staff member Hannah Mori, Stratton Lloyd (Essex County Community Foundation), Joanna Rosen (Senator Crighton's staff), Diane Palter Gill (North Shore Community College)

### **WB staff attending:**

Katie Crowder, Maribeth Forbes, Kari Heen, Ann-Marie O'Keefe, Ed O'Sullivan, Kate O'Malley, Mary Sarris, Tedi Markham, Paul Ventresca, Mark Whitmore

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Due to COVID-19 and related restrictions, the format was virtual (using GoToMeeting).

*A quorum was present with 21 members attending.*

*The meeting began at 8:02 AM.*

*A motion to approve the May 14, 2020, meeting minutes was made by Tom Daniel and seconded by Lisa Pais (verbal) and Mickey Long (chat).*

## **CHAIR'S REPORT**

**(presented jointly by Tracey Cahalane, Chair, and Mary Sarris, Executive Director)**

[The PowerPoint presentation is on file with highlights included below.]

### **Welcome new WB members:**

- Nate Bryant (Interim President, North Shore Community College) replacing Pat Gentile
- Joy Livramento-Bryant (Workforce Development Manager, North Shore Medical Center) replacing Robin Olson

## **Thank you, Mark Whitmore:**

Thank you to Mark Whitmore, Executive Director, MassHire-North Shore Career Center, for 25 years of innovative and dedicated community service. Best wishes for a happy retirement!

**Highlighted remarks:** (please see PowerPoint slides for more details)

- Senator Lovely: presentation of citation from the Commonwealth of Massachusetts
- Mayor Driscoll, City of Salem
- Joanna Rosen on behalf of Senator Crighton

**FY 2021 allocations:** received and in process with a 12% reduction (Since WIOA funding is based on last year's unemployment rate, an adjustment is expected to reflect an updated MA unemployment rate—currently the highest in the US with the North Shore having the highest unemployment rate in MA.)

**Review of current COVID-related unemployment data and activities:** (please see PowerPoint slides for detailed data)

- The North Shore unemployment rate in both April and July was 17.2% with increasing unemployment rates in May and June.
- Job loss has been greatest for those earning low wages: in June, 79% of North Shore UI claimants previously earned \$999/week or less compared to about 40% of the North Shore labor force earning \$961 a week or less pre-pandemic.
- The education sector may experience more job loss with colleges and school systems laying off staff.
- Over 7000 Payroll Protection Program loans were granted on the North Shore.
- **Stratton Lloyd (related Chat comment):** “81% of the PPP loans were [for amounts] less than \$100K [each]—this indicates smaller businesses were hit harder—micro businesses.”

**Disaster relief grant:** helps offset WIOA budget cuts, for instance a food distribution grant that employs 7 people in Lynn, Salem, and Gloucester. 3 to 4 more slots for drivers have been hard to fill.

**Summer youth programs:** very successful with 211 youth enrolled, almost all virtually with some in-person outdoor assignments. 25 youth assigned to North Shore Medical Center earned credit from North Shore Community College after completing a remote course on healthcare careers (funded by NSMC and the WB), a model that we hope to extend to private companies.

**Other Career Center activity** (including re-opening for in-person services):

- Currently building out Webex offerings: we are now offering a weekly session to share information on training.
- Also planning more virtual job fairs with business customers
- Remote services will continue to be a big part of the Career Center going forward: we're considering using video chat as a way to connect with customers.

### **Other Career Center activity (cont'd.)**

- Planning to re-introduce in-person services (possibly by January) with consistent local and state plans: Mary Sarris is representing the North Shore on the reopening committee
- To start, in-person services will likely be appointment-only with appropriate PPE and space reorganized for physical distancing.

**One-Stop Operator bid status:** More details to come pending a State policy directive than may allow a year's extension for the bidding process given COVID constraints.

**Health Care Hub project:** Partnering with Merrimack Valley and Greater Lowell WBs, the goal is to develop a consortium (similar to NAMC) to research and support the training needs of the health care industry in our region. [See PowerPoint slides showing that the healthcare/social assistance sector posted the most jobs online (2,995) in the 90-day period ending on 8/31/20 with listings for RNs in the lead (491).]

**Frontline report from WB members representing healthcare:** (paraphrased comments follow)

#### **Marcia Griesdorf (Beverly Hospital/Lahey Health)**

- Seeing emotional toll on healthcare workers at every level and their families, including maintenance, transport, and food service workers
- More behavioral health issues are presenting in the ER (for example, patients running out of meds) and more violent behavior.
- Working on providing de-escalation training for employees in all roles
- Have been some furloughs for non-essential staff
- Now transitioning to the flip side: elective procedures are coming back so there are recruitment issues (for instance, related to childcare with schools closed)

#### **Joy Livramento-Bryant (North Shore Medical Center/Mass General Brigham)**

- Shares Marcia's concern about the emotional stability of all staff members, from those providing environmental services to doctors
- Currently her organization has over 200 open positions from nursing/medical support to doctors.
- Entry-level positions include patient service coordinators (registration), patient care assistants (with high school diploma/GED), phlebotomy assistants.
- In 5 years, technology is expected to replace some administrative positions while the number of patient support positions is expected to increase.
- An in-house staffing agency helps with recruitment and online job fairs are planned.

#### **Paul Mahoney (Ledgewood Rehabilitation and Skilled Nursing Center/Banecare)**

- Coverage can be challenging with some staff leaving and some returning.
- Need help with credentialing for staffing flexibility so employees can move into new positions

## **Laurie Roberto (Benchmark Senior Living)**

- Echoing other comments about the emotional toll of the first wave of COVID challenges, especially the impact on a diverse workplace
- Management is looking at how to develop a culture of diversity, inclusion, and dialog given the Black Lives Matter movement.
- Their CEO is having webinars to hear from frontline workers, taking responsibility for what has (and hasn't) happened in the organization in the past.
- In particular, the organization is looking at leadership ladders. How can a nurse become a CEO? How can workers with professional credentials from other countries overcome language barriers, etc., to move into more appropriate jobs (for instance, due to a need for better English language skills, someone with nursing credentials from another country may be working in housekeeping).
- The goal is to build successful teams by having a sense of individual backgrounds, putting each associate on a career path better geared to that individual's needs.

### **Discussion:** (paraphrased comments follow)

- **Mary Sarris:** interested in recommendations from WB members on how to get to the heart of these problems, including applying for the right training funds
- **Kate O'Malley:** We could form a diversity committee to look at apprenticeship programs.
- **Bonnie Carr:** We need to look at how systemic racism (including hiring practices) and generational poverty impacts students' success. For example, the main issue for students in the First Jobs program is affording transportation to job sites. Also, some of those offered jobs after completing manufacturing training aren't the best students but due to having reliable transportation, they have better attendance records. Without reliable transportation, even the best students can miss out on opportunities, including hiring opportunities. We're working with NAMC and the Career Center to address how this lack impacts students of color in particular.
- **Mary Sarris:** It's a good reminder to plan for transportation vouchers in funding requests to help North Shore students.
- **Stratton Lloyd (from Chat comments):** "Great awareness and points, Bonnie."
- **David Gagner (from Chat comments):** "Great points, Bonnie."
- **Tom Daniels (link shared in Chat comments):** [for more on "Staying in Business During COVID-19" the Economic Recovery Task Force invites Salem businesses (especially immigrant-owned businesses) to participate in a virtual workshop on September 22nd (11 AM in English and 4 PM in Spanish) offered through Mill Cities Community Investments. Register to participate at [mccinvest.as.me/plan](https://mccinvest.as.me/plan). Please share this with your networks.]

### **Status of other projects:**

#### **Apprenticeship activities:**

- MA didn't receive the youth apprentice grant but NAMC is working on a grant to provide training to women in manufacturing. If this is successful, we'll apply for a federal Women in Manufacturing grant next year.

### **Apprenticeship activities (cont'd.):**

- We're also supporting a federal grant received by North Shore Community College for community health care workers that includes apprenticeship training.
- NAMC is seeing renewed interest in manufacturing apprenticeships and expects new enrollments with a goal of 50 over the next year.
- Funding for related training instruction is in place for at least another year and state tax credits for manufacturing, health care, and IT have been renewed.

### **Manufacturing projects:**

- Hybrid AMTEP programs continued this summer with safety precautions in place when Lynn Tech/E-Team and Essex Tech were allowed to resume operation.
- AMTEP training at LVTI and Essex Tech starts again on 9/14 and all classes are full.
- Gloucester High School programming will likely begin next spring or summer.

### **IT training:**

- More in-depth research on IT training is underway.
- With North Shore Community College, we have applied for a grant to provide IT Services Certification.

**Committee reports:** written summaries of activities (details in PowerPoint presentation)

**Committees will work on new goals starting with their October meetings.**

**Upcoming WB meeting schedule for FY 2021:** All meetings are on a Thursday morning from 8 to 9 AM and are expected to be virtual.

- **January 14, 2021**
- **March 11, 2021**
- **May 13, 2021**

*With a motion to adjourn by Tom Daniels, seconded by Mickey Long, the meeting ended at 9:07 AM.*

## CAREER CENTER OVERVIEW

Youth Career Center <sup>1</sup>	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	2	33	85	393	120
Total Customers	64	63	756	750	851

North Shore One-Stop Total <sup>2</sup>	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	309	226	684	2716	1060
Total Customers	776	354	1469	4250	2184

One-Stop Placements	Q4 FY 19	Q1 FY20	Q2 FY20	Q3 FY20
FY 19 & 20	62%	65%	64%	65%

### *Job Seeker – FY 2020 Annual Customer Satisfaction*

System-Wide (n = 369)	Excellent	Good	Fair	Poor	No Response
Were you satisfied with the results of the services you accessed?	225 (61%)	108 (29%)	23 (6%)	13 (4%)	0 (0%)

### *Employer – FY 2020 Annual Employer Satisfaction*

System-Wide(n = 18)	Excellent	Good	Fair	Poor
Overall satisfaction with Career Center services	7 (39%)	11 (61%)	0 (0%)	0 (0%)

### *Employer Services*

	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Employer Accounts	54	50	80	600	210
Total Employers Served	148	142	244	1700	455
Number of Employers Listing Job Orders	43	42	121	500	187

<sup>1</sup> Youth Career Center New Customer is an unduplicated count while total customers is a count of customers each time a youth received a service.

<sup>2</sup> North Shore One-Stop New & Total Customers is an unduplicated count of customers who received a service from the either the Salem Hub or an Access Point.



**ACCESS POINT OVERVIEW**

Salem – The Hub	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	284	115	632	1377	715
Total Customers	456	210	1745	2521	1658

Gloucester -AP	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	14	6	33	67	127
Total Customers	61	31	103	370	246

NSCC – AP	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	42	79	69	953	397
Total Customers	93	104	164	1246	665

Family Success Center-AP	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	0	4	3	64	12
Total Customers	9	5	21	64	27

Peabody Institute -AP	Sept, 20		Actual YTD		Sept, 19 YTD
	Actual	Plan	YTD	Plan thru 6/30/21	Actual
New Customers	0	3	0	37	24
Total Customers	0	3	0	39	27

**TRAINING DIVISION / WORKFORCE INNOVATION AND OPPORTUNITY ACT**

**Overall WIOA Activity**

	YTD Actual	Planned Thru End of Grant	Sept 19 YTD
Adult	27	47	48
Dislocated Worker	88	105	112

**Overall WIOA Placement**

	YTD Actual	Planned Thru End of Grant	Sept, 19 YTD
Adult	0	28	0
Dislocated Worker	0	66	1

**Preferred Vendor Performance (top 6 vendors in terms of enrollments)**

Vendor	Number Served	Number Exited	Number Placed	Placement Rate	Average Wage	Number Served in FY 20
North Shore CC	9	0	0	0	0	20
Salem State	3	0	0	0	0	17
LARE	2	0	0	0	0	0

No Outcomes to Date

**YOUTH DIVISION**

**Workforce Investment Act Programs**

Vendor	Number Served	Number Exited	Number placed/Average Wage	Number Served in FY 20
Action, Inc.	10	3	2/\$13.88	15
Catholic Charities	19	0	-	26
North Shore CDC	1	0	-	13

	Goal	Actual
Student Work and Learning Experiences	450	230

**Budget-Actual Summary by Expense Category**  
**As of September 30, 2020**

	Budget	Actual	Obligations	\$ Remaining	% Rem.
<b><u>REVENUE</u></b>					
Current Year Grants	\$3,312,882	\$360,359	-	\$2,952,523	89.1%
Current Year Income	173,659	173,659	-	0	0.0%
Prior Year Carry-in	1,578,776	161,576	-	1,417,200	89.8%
<b>Total Revenue</b>	<b>\$ 5,065,318</b>	<b>\$695,595</b>	<b>-</b>	<b>\$4,369,723</b>	<b>86.3%</b>
<b><u>EXPENSES + OBLIGATIONS</u></b>					
<i><u>Admin Expenses</u></i>					
Personnel	\$253,535	\$76,150	-	\$177,385	70.0%
Expenses	38,927	8,229	-	30,698	78.9%
<b>Total Admin Expenses</b>	<b>\$ 292,462</b>	<b>\$84,379</b>	<b>-</b>	<b>\$208,083</b>	<b>71.1%</b>
<i><u>Program Expenses</u></i>					
Personnel	1,582,715	417,473	-	1,165,242	73.6%
Individual Training Accounts	384,280	7,487	118,664	258,129	67.2%
Youth Jobs	437,081	219,936	198,145	19,000	4.3%
Other Training	460,012	20,978	106,800	332,233	72.2%
Other Program Costs	610,736	113,113	56,882	440,741	72.2%
Business Services Costs	65,700	0	-	65,700	100.0%
<b>Total Program Expenses</b>	<b>\$3,540,523</b>	<b>\$778,987</b>	<b>\$480,491</b>	<b>\$2,281,045</b>	<b>64.4%</b>
<b>Total Expenses &amp; Obligations</b>	<b>\$3,832,985</b>	<b>\$863,366</b>	<b>\$480,491</b>	<b>\$2,489,128</b>	<b>64.9%</b>
<b>Planned Carry-Out</b>	<b>\$1,232,332</b>				

**Budget-Actual Summary by Program**  
**As of September 30, 2020**

<b>Program Name</b>	<b>FY Budget</b>	<b>FYTD Spent + Obligated</b>	<b>Amount Remaining</b>	<b>Percent Remaining</b>
<b><u>Federal Funds</u></b>				
Garelick Farms NEG	\$26,012	\$25,969	\$43	0.2%
Hampden County COVID UI	24,000	932	23,068	96.1%
NAMC Apprentice Continuation Grant	305,846	92,664	213,182	69.7%
Re-employment Eligibility Assessments, FY21	13,449	0	13,449	100.0%
Trade Adjustment Assistance Case Management, FY20	22,775	5,493	17,282	75.9%
Trade Adjustment Assistance Case Management, FY21	38,480	0	38,480	100.0%
UI Walk-in, FY21	15,000	0	15,000	100.0%
Vets: Disabled Veterans Outreach Program, FY21	12,829	0	12,829	100.0%
Vets: JVSG	6,500	0	6,500	100.0%
Wagner Peyser ES 90%, FY21	855	0	855	100.0%
Wagner Peyser ES, 10% FY21	52,871	0	52,871	100%
WIOA Formula Funds: Adults	428,306	100,776	327,530	76.5%
WIOA Formula Funds: Dislocated Workers	534,656	210,696	323,960	60.6%
WIOA Formula Funds: Youth	386,136	60,567	325,569	84.3%
WIOA Formula Funds: Administration	120,000	33,441	86,559	72.1%
<b><i>Total Federal Funds</i></b>	<b><i>\$1,987,715</i></b>	<b><i>\$530,538</i></b>	<b><i>\$1,457,177</i></b>	<b><i>73.3%</i></b>

**Budget-Actual Summary by Program**  
**As of September 30, 2020**

<b>Program Name</b>	<b>FY Budget</b>	<b>FYTD Spent + Obligated</b>	<b>Amount Remaining</b>	<b>Percent Remaining</b>
<i>State &amp; Local Funds</i>				
DESE: Connecting Activities, FY21	162,398	1,767	160,631	98.9%
DTA FY20 Competitive Integrated Employment Services	153,800	36,483	117,317	76.3%
DTA – TAO SNAP FY21	49,142	47,473	1,670	3.4%
Early College	8,000	0	8,000	100.0%
Earned Funds	588	588	0	0.0%
GE Foundation	182,590	67,130	115,459	63.2%
Health Care Hub FY 21	25,000	0	25,000	100.0%
LHAND- Jobs Plus	58,020	9,659	48,361	83.4%
Retention Grant	34,621	1,275	33,347	96.3%
State One-Stop Career Centers, FY21	269,316	17,824	251,492	93.4%
STEM FY21	50,000	0	50,000	100.0%
Workforce Training Fund: WIB Support, FY21	95,000	11,522	83,478	87.9%
Youth Works – Summer 2020	756,795	619,597	137,198	18.1%
<b><i>Total State Funds</i></b>	<b><i>\$1,845,271</i></b>	<b><i>\$813,319</i></b>	<b><i>\$1,031,951</i></b>	<b><i>55.9%</i></b>
<b>TOTAL FUNDS</b>	<b>\$3,832,985</b>	<b>\$1,343,857</b>	<b>\$2,489,128</b>	<b>64.9%</b>

## MassHire North Shore Workforce Board of Directors

### AMENDED ATTENDANCE: Meeting Minutes for May 14, 2020

[adding Tim Doggett to the list of attending directors and removing his name from the list of those not attending]

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**Directors attending:** Robert Bradford, Tracey Cahalane, Tom Daniel, Tim Doggett, Amy Doherty (for Thelma Williams), John Flinn, Patricia Gentile, Laurie Giardella, David Gravel, Marcia Griesdorf, Lauren Hubacheck (for John Keenan), Mickey Long, Paul Mahoney, Lyndsay Harris, Joy Livramento-Bryant (for Robin Olson), Lisa Pais, Heidi Riccio, Laurie Roberto, Steve Shea, Diane Smith, Kathy Thurman (for Nancy Stager), Bill Tinti, Stan Usovicz

**Directors not attending:** Brian Cranney, Jonathon Feinberg, David Manning, Jocelyn Tiberii, Edward Tirrell, Patrick Tutwiler

**Others attending:** Judy Bower (Department of Labor and Workforce Development), Bonnie Carr (Essex North Shore Agricultural & Technical School), Maria Ferri (Peabody Public Schools), Stratton Lloyd (Essex County Community Corporation), Senator Joan Lovely, Hannah Mori from Senator Lovely's office, Joanna Rosen from Senator Crighton's office (all Massachusetts State Senate), Diane Palter Gill (North Shore Community College)

**Staff attending:** Katie Crowder, Maribeth Forbes, Kari Heen, Ann-Marie O'Keefe, Kate O'Malley, Ed O'Sullivan, Mary Sarris, Tedi Markham, Paul Ventresca, Mark Whitmore

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*Due to COVID-19 restrictions, the format was virtual (using GoToMeeting).*

*A quorum was present with 22 members attending.*

The meeting began at 8:05 AM.

A motion to approve the March 12<sup>th</sup> meeting minutes was accepted by Tracey Cahalane.

### CHAIR'S REPORT

**(presented jointly by Tracey Cahalane, Chair, and Mary Sarris, Executive Director)**

[PowerPoint presentation is on file with highlights included below.]

### **One Stop Career Center Operator Request for Proposals (RFP): update and schedule**

- Expecting State guidance given current events
- Meanwhile, continuing to plan for November RFP, January responses, March board recommendations, May/June contract submission with a signed, finalized contract by July 1

## **FY 2021 allocations**

- Still to come, last year received in mid-May
- Concern that funding may be based on a strong pre-COVID economy rather than reflecting post-COVID employment challenges
- Hoping for additional training/re-employment funds for those facing permanent job loss
- PPT slides show that since March 14<sup>th</sup>, North Shore claims are highest (25%) in the accommodation and food service sectors and 56% of those applying for unemployment earned less than \$699/week before COVID. In Massachusetts, 171,598 PUA (Pandemic Unemployment Assistance) claims were filed by self-employed, gig, and other workers for the week of April 25<sup>th</sup> (the 1<sup>st</sup> week of data). The total number unemployment claims in Massachusetts since March 15<sup>th</sup> is 893,545: claims spiked between March 14<sup>th</sup> and 21<sup>st</sup> with 140,000 new claims filed that week.

## **Retiring WB member**

Many thanks to North Shore Community College's President Pat Gentile for her leadership and WB service. Best wishes for a happy retirement including **message board congratulations** from Diane Palter Gill, Lauren Hubacheck, Kathy Thurman, Hannah Mori, Kate O'Malley, Tracey Cahalane, and Joanna Rosen. Dr. Nate Bryant from Salem State University will be interim president during the year-long search process.

**Message board comment** from Pat Gentile to everyone: *"My retirement is bittersweet—I will miss all of you but am so honored to have been part of the terrific work you are all doing in this region. However, I'm going back 'home' and will be closer to family members, so I am looking forward to that. I appreciate your kind words and the gift. Thank you!!!"*

## **Pivoting Career Center services to remote delivery**

**(presented by Mark Whitmore, Executive Director, MassHire North Shore Career Center)**

### **Support for staff (working remotely since March 16th):**

- Providing WIFI access, laptops, and technical support
- Using AnyDesk to access office hard drives, Google Voice to transfer office phones, and Google Meet for virtual meetings
- Daily check-in calls with managers and weekly staff meetings establish and track goals and deliverables

### **Support for customers (since the Career Center is closed to the public):**

- Reaching out through signage, webinars, social media
- Redesigned Career Center website as launch pad for virtual services (online webinar/workshop registration, updated UI information, links to community resources)
- Contacting businesses about hiring needs
- Contacting trainers about program availability
- Shortening workshop content to 60-minute webinars (from in-person format lasting two hours or more)

### **Planning for reopening:**

- Phased-in transition
- Scheduled appointments to control customer volume
- Increased guidance/assistance to manage customer flow
- PPE and physical distancing for staff and customer safety: continue remote webinars, repurpose space for 6-foot distancing, add protective screening, require face coverings and temperature checks, provide sanitizing supplies

### **UI activities:**

- Two staff members shifted to UI claims
- Claims seem to have plateaued (most calls to the Career Center in the first five weeks after closure were calls about UI)
- DUI website and phone system has been overwhelmed so also sharing UI information on the Career Center website
- DUI is simplifying some processes like PIN resets and creative new DUI Town Halls have also been helpful to customers

**Job service activities:** staff are following-up with UI claimants to provide job search and training information. Online workshops are now available: three to start and more to come.

**Company services:** Mary and Mark are participating in informational webinars with companies to discuss options. Virtual recruitments are underway (for example, CVS) and virtual job fairs may be as well.

**Training programs:** all remote at present but we are looking forward to labs and shops reopening for small groups. Some companies are considering apprenticeships for students who couldn't complete their training in a lab.

### **New projects**

**(Presented by Mary Sarris)**

**Disaster relief grant:** Massachusetts received \$6.9 million (of a possible \$21 million maximum amount: the largest grant awarded was \$12 million so MA was one of the larger awards) to provide temporary public service employment for laid-off workers to help with COVID-related activities. The NSWB submitted requests for this help based on feedback from our cities, in particular Salem and Gloucester.

**Message board comment** from Stratton Lloyd to everyone: *"Do we know what the types of jobs the disaster relief grants will be for? Infrastructure-related?"*

**Mary's verbal response:** Examples are delivering food for non-profits, updating social media sites with community news and information, providing childcare, etc.

**Youth apprenticeship grant application:** applied with the State and Hampden County WB for \$2 million to expand manufacturing and possibly other industry apprenticeships for up to 300 youth across the NAMC footprint working with our own WIOA youth vendors, tech schools, and company partners



**Apprenticeship expansion activities:** hoping to participate in a second State application to expand non-traditional apprenticeships across MA by building on a structure and plan created last summer in partnership with MassMEP

**Regional planning/health care focus:** State initiative for all regional planning teams to organize a NAMC-like coalitions for healthcare

**Youth programs:** We have received approximately \$750,000 for summer and year-round activities.

**Youth update from Katie Crowder:** In addition to providing outdoor jobs with appropriate distancing and PPE, we're figuring out how to deliver remote alternatives for teens, along with internet connections and equipment. Due to COVID challenges, there's a slower response than usual when soliciting summer worksites from nonprofits and the public (for example, 14 so far this year vs. 35 last year). We expect to have more online career-readiness programming and other creative virtual ways to continue funding students without job placements this year (for example, summer school and other training/credentialing stipends).

**Lauren Hubacheck:** Salem State University called students to assess their technology needs and provided Chromebooks and mobile hotspots (we ran out of hotspots). More students needed internet access than needed hardware.

**Pat Gentile:** North Shore Community College sent out a technology survey and received a surprising 60% return. Chromebooks, laptops, and hotspots were purchased for students to be returned curbside or postage-paid.

**Message board comment** from Lauren Hubacheck: *"Katie or K-12 partners on this call, if your school has distributed technology to students to complete remote learning, has your school outlined the return of those devices? [Could students] retain [devices] over the summer if they are connected to a work program such as what Katie described?"*

**Response** from Ed O'Sullivan: *"We are discussing the return policies we have in place and in some cases are considering simply having the devices remain with the student indefinitely to help with future on-line programming, etc.... Funders have been open to this idea as it will help facilitate additional programming for the youth over the long term."*

### **General updates/concerns/ideas from members**

**Query to the group from Mary Sarris: is anyone hiring?**

**Message board comment** from Kathy Thurman everyone: *"Yes, we [Eastern Bank] are hiring for retail branches, operations, and others. Also, some seasonal work in retail branches available for college students."*

**Committee reports: written summaries of activities** (details in PowerPoint presentation)

The meeting ended at 9:05 AM with a motion to adjourn accepted by Tracey Cahalane.

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**Please note the upcoming WB virtual meeting schedule for FY 2021 (the second Thursday of the following months):**  
8 AM on September 10, 2020; November 12, 2020; January 14, 2021; March 11, 2021; May 13, 2021