

NORTH SHORE WORKFORCE INVESTMENT BOARD

Board Meeting
November 12, 2009



Chair's Report:

- WIA Reauthorization Status
- Membership Review
- Other

Youth Pipeline Committee

The North Shore WIB will enhance the youth pipeline by increasing and aligning education, training and employment programs.

Updates:

- The Youth Pipeline Committee went out to bid on ARRA Year-round Programs for out-of-school youth as is required by law.
- Three responses from current WIA Youth providers: Action, Inc, Catholic Charities, My Turn
- Attachment shows allocation recommendations for the \$215,916 available. (see attachment)

Teacher Externships

Mary and Shari visited the 5 companies that hired teachers for the summer – all had good experiences and want to participate next year!

7 teachers participated in the externs:

STREM Chemicals – A Swampscott High Chemistry Teacher worked in the lab with professional chemists learning how to develop products & eventually produced products for market

General Electric – A Lynn Classical Biology Teacher worked with a team of engineers collecting and analyzing historic data on GE engines for a GE research project.

Eastern Bank – A Lynn Vocational Technical Inst. English Teacher worked with the bank's Operations Dept. preparing a manual on various retirement products for use throughout the bank, particularly in the branches.

Converge – A Danvers High School Math Teacher and a Masconomet High Math Teacher maintained data on company activity during the summer months in relation to their various technology supply chain activities.

Berry Construction – A Swampscott High School Biology Teacher worked with Berry Project Managers to understand the skills needed in construction activity and developed a community relations mentoring program for use by Berry Subcontractors in local projects.

A Methuen High School Environmental Science/Biology Teacher worked on Berry's Sustainability Initiative and updated various LEED classroom materials.

Workforce Systems Committee

The North Shore WIB will build the capacity of the North Shore workforce system to respond to labor market needs.

Updates:

- Career Center Re-Charter Process – we are close to completing customer scan, including companies, community partners, and job seekers. In general, we see our next charter’s goals focusing on how to know and better understand business needs. Final charter will be available in December and voted on at our January 14th meeting



Skills Gap Committee

The North Shore WIB will strategically utilize resources and fully engage the business sector to close the skills gap that exists between available workers and employers.

Updates:

- ARRA Training Procurement Status –
 - Salem State Programs for Medical Assistant and Pharmacy Tech have begun
 - North Shore Program for Building Analyst/Envelope Specialist will begin shortly
 - Other program to begin after the holidays
- Training enrollments through Individual Training Accounts are soaring.
- Recommendation on need for a second round of group training bids will be made at our December meeting

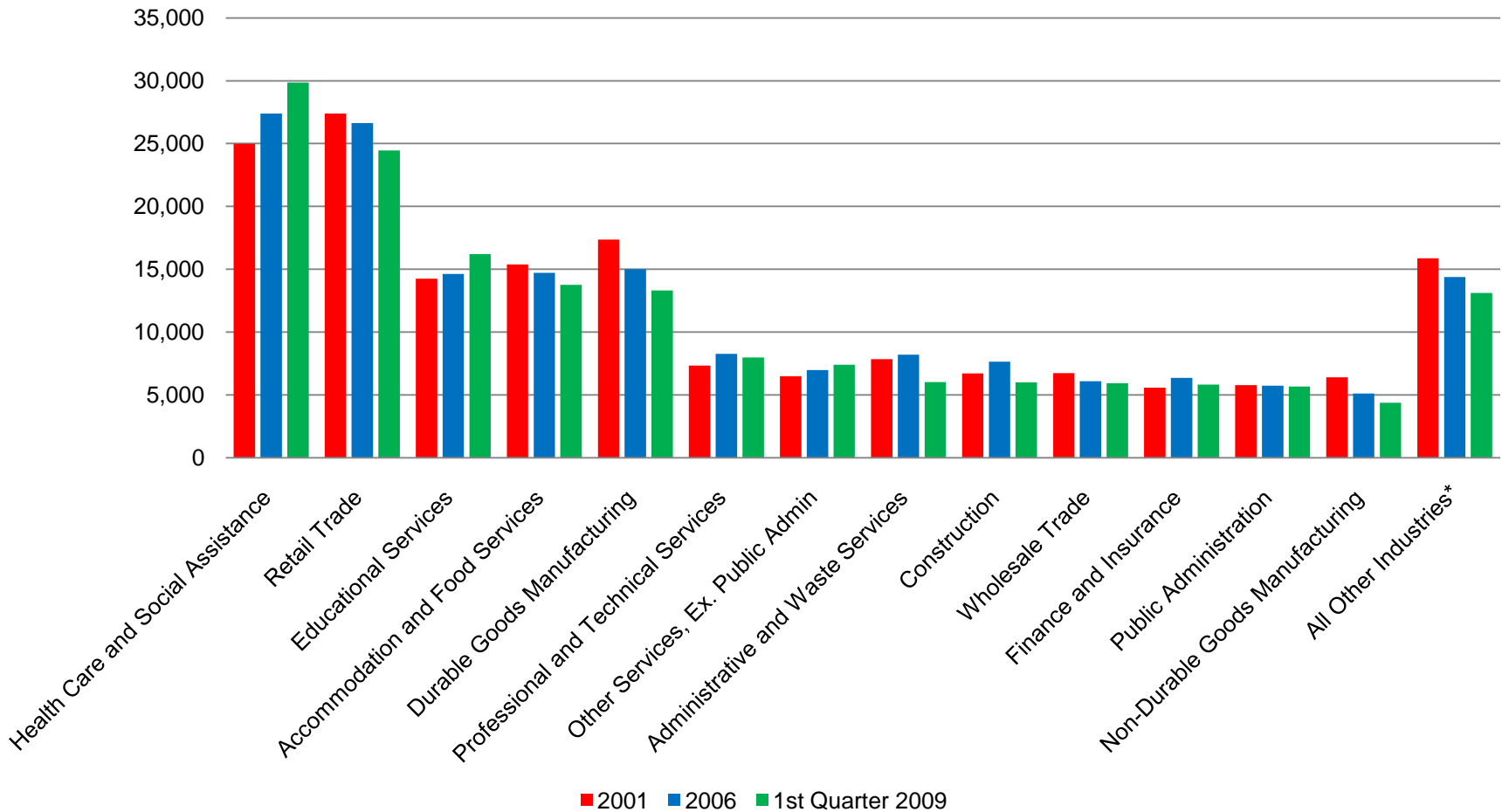
Partnership Committee

The North Shore WIB will increase, strengthen and strategically align relationships with federal, state and local partners/stakeholders.

Updates:

- Website Announcement – please see www.northshorewib.com !
- Staff visited Iowa in September – well worth the time and effort!





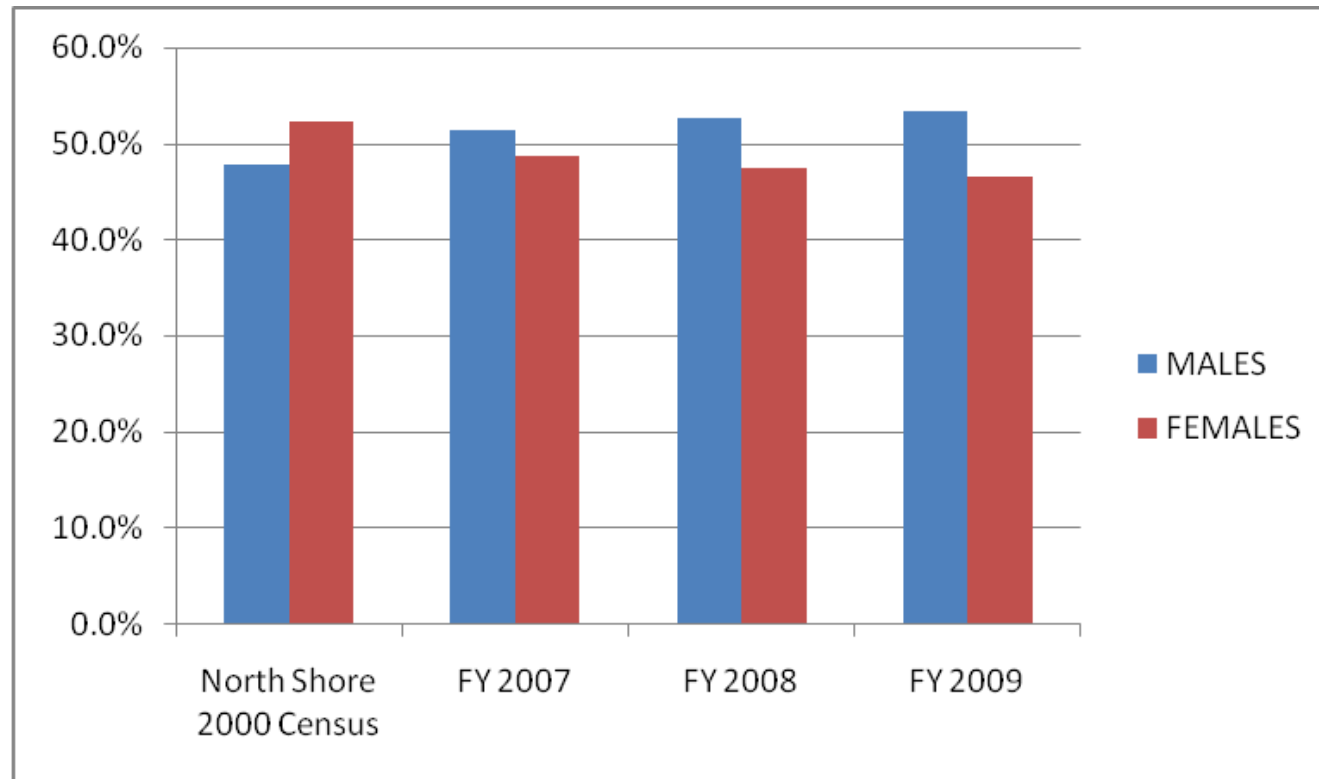
*includes: Information, Transportation and Warehousing, Arts, Entertainment, and Recreation, Real Estate and Rental and Leasing, Management of Companies and Enterprises, Utilities, Agriculture, Forestry, Fishing

Source: Massachusetts EOLWD, ES-202, 1st Quarter 2009



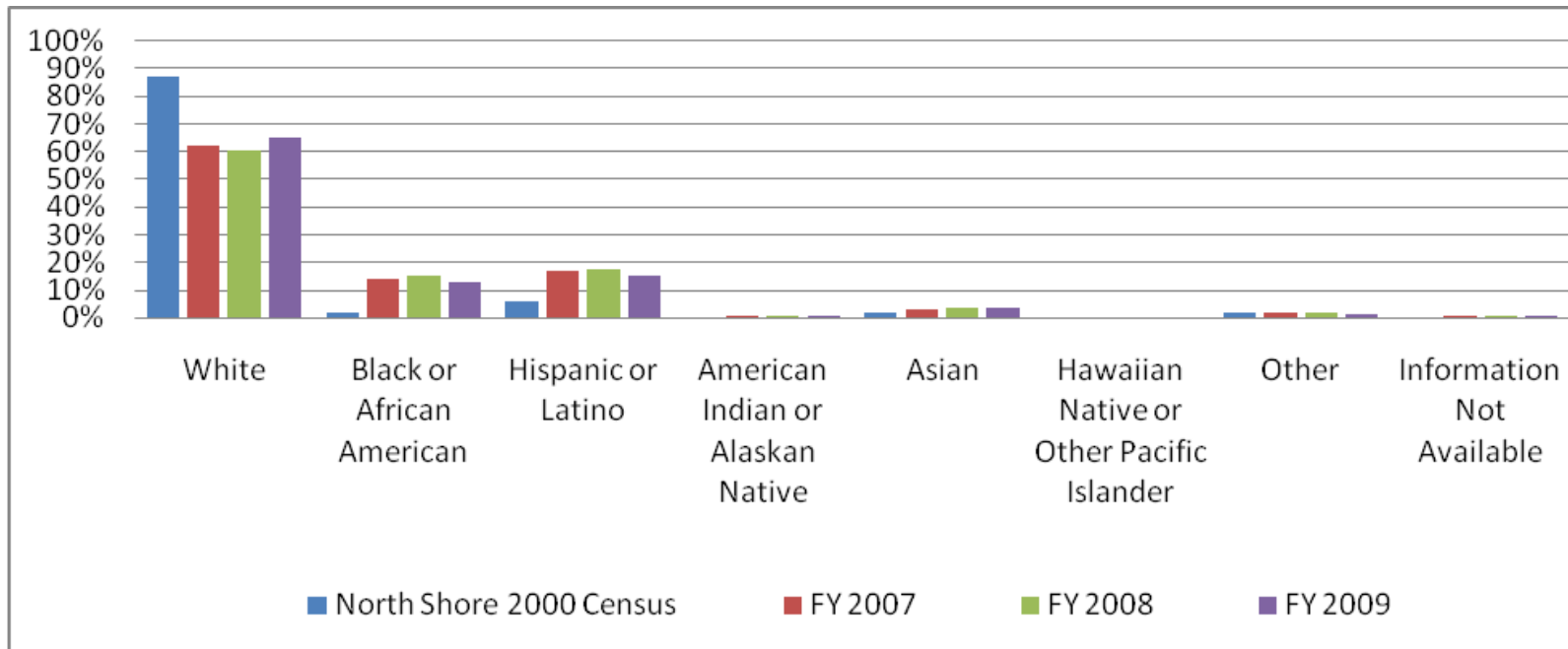
Who is looking for work on the North Shore?

Gender



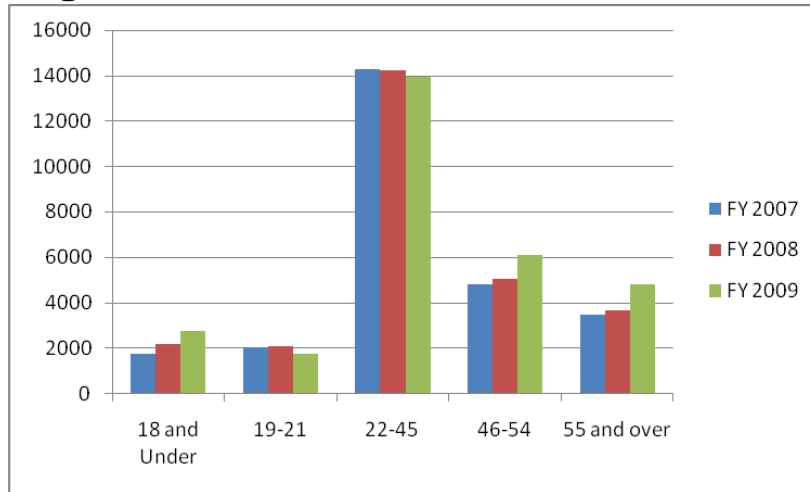
Who is looking for work on the North Shore?

Ethnicity

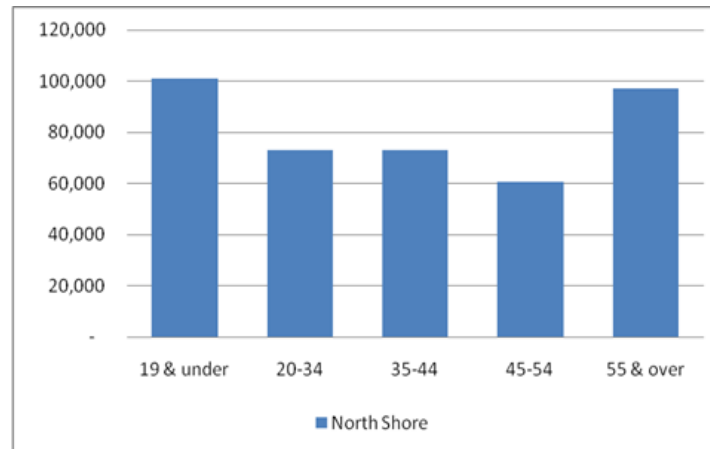


Who is looking for work on the North Shore?

Age

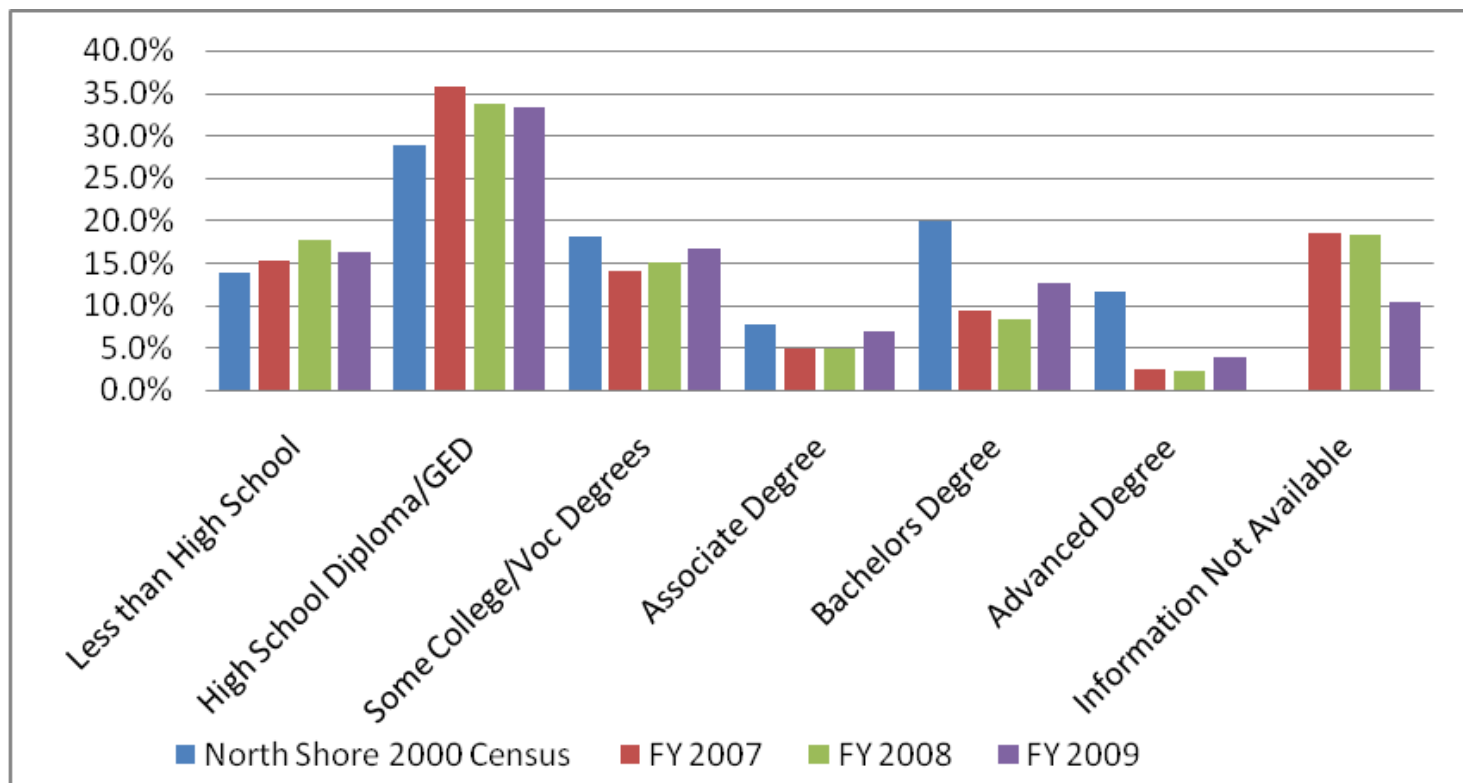


Census

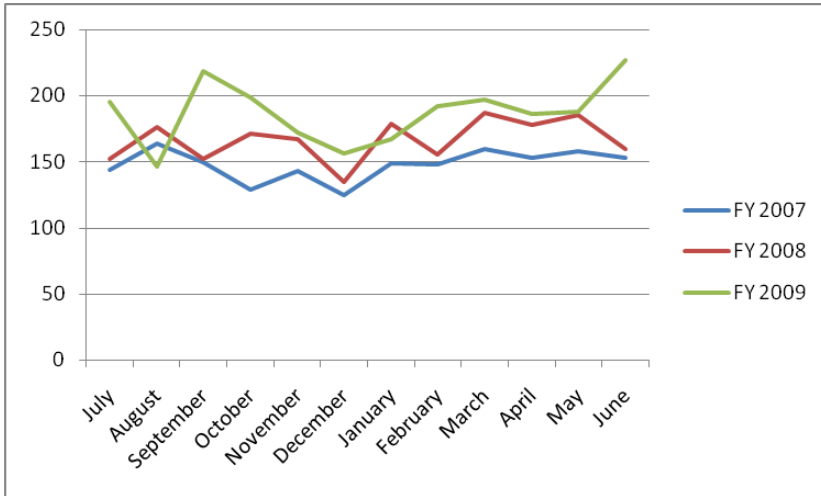


Who is looking for work on the North Shore?

Educational Attainment

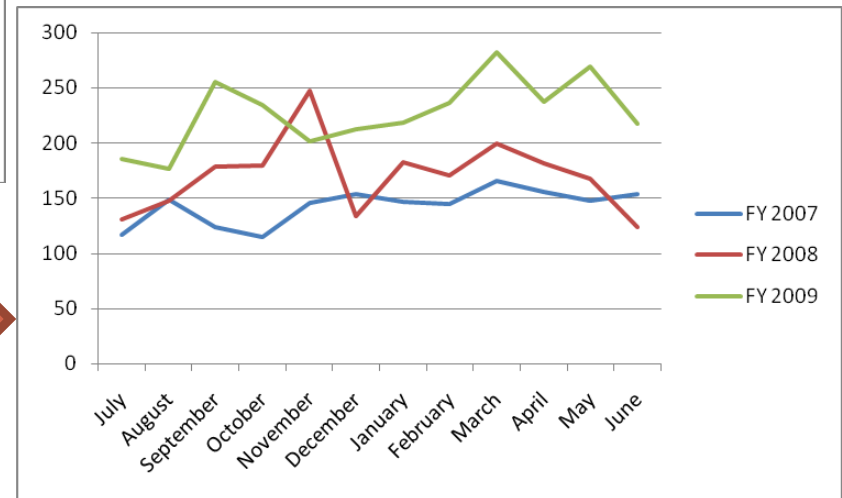


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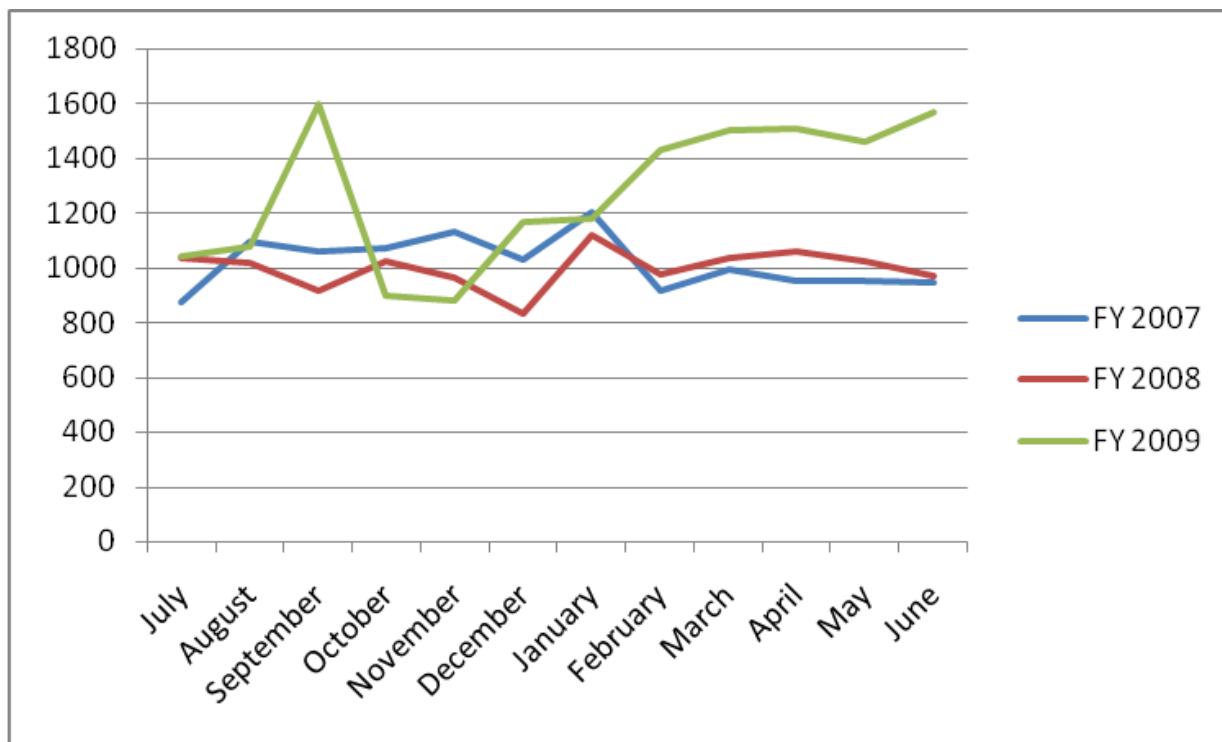
Self-Identified Persons with Disabilities

Veterans



Who is looking for work on the North Shore?

UI Claimants



Who is looking for work on the North Shore?

Occupation of Last Job	2007	2008	2009
Office and Administrative Support Occupations	22.4%	20.8%	19.3%
Sales and Related Occupations	11.1%	10.8%	9.9%
Production Occupations	10.6%	9.2%	9.3%
Management Occupations	8.0%	9.8%	*12.3%
Transportation and Material Moving Occupations	7.0%	6.3%	5.2%
Construction and Extraction Occupations	5.6%	6.6%	*7.9%
Food Preparation and Serving Related Occupation	5.3%	5.1%	4.8%
Business and Financial Operations Occupations	3.7%	4.0%	*4.8%
Computer and Mathematical Occupations	3.3%	2.3%	3.4%
Healthcare Support Occupations	3.3%	2.9%	2.1%
Installation, Maintenance, and Repair Occupation	3.3%	3.3%	2.9%
Education, Training, and Library Occupations	2.7%	4.2%	2.4%
Building and Grounds Cleaning and Maintenance	2.5%	4.0%	2.3%
Architecture and Engineering Occupations	1.5%	1.8%	*3.0%
Arts, Design, Entertainment, Sports, and Media	1.6%	1.4%	2.7%
Other	8.2%	7.6%	7.8%

* High percentage increase



Who is looking for work on the North Shore?

Industry of Last Job	2007	2008	2009
Administrative and Support and Waste Management	11.3%	11.5%	9.9%
Health Care and Social Assistance	10.6%	10.5%	8.3%
Retail Trade	9.4%	9.5%	8.4%
Professional, Scientific, and Technical Services	8.6%	7.6%	*9.6%
Manufacturing-Metal, Metal Product, Machinery	8.3%	7.1%	*9.7%
Accommodation and Food Services	7.1%	7.4%	7.2%
Retail - Sporting Goods, Hobbies, Books, Music	5.7%	5.6%	5.3%
Construction	4.8%	6.2%	*7.9%
Other Services (except Public Administration)	4.5%	4.3%	3.4%
Transportation and Warehousing	4.3%	3.6%	3.0%
Educational Services	3.7%	3.0%	2.5%
Finance and Insurance	3.3%	3.5%	*4.6%
Manufacturing-Wood, Paper, Printing, Petroleum	2.7%	2.5%	2.4%
Manufacturing-Food, Beverage & Tobacco, Te	2.7%	2.8%	2.0%
Arts, Entertainment, and Recreation	2.2%	2.5%	2.4%
Information	2.2%	2.4%	*3.1%
Public Administration	2.1%	3.6%	*3.0%
Wholesale Trade	1.8%	2.1%	*3.2%
Other	4.60%	4.40%	4.10%

* High percentage increase

Who is looking for work on the North Shore?

Conclusions:

1. Higher percentage of males
2. Higher percentage of people of color
3. Growth in mature workers and teens
4. Growth in higher skilled job seekers, although little change in high school drop outs
5. More Veterans and UI Claimants
6. Occupations experiencing decreases in employment: Management, Construction, Business and Financial, Computer and Math, Architecture and Engineering, Art and Design
7. Industries experiencing decreases in employment: Professional/Scientific, Manufacturing, Construction, Finance

Who is hiring on the North Shore?

Employer Industry	2007	2008	2009
Accommodation and Food Service	7.3%	9.2%	9.5%
Administrative and Support and Waste Management and Remediation Services	10.1%	8.6%	9.1%
Arts, Entertainment, and Recreation	3.1%	4.6%	5.6%
Educational Services	3.2%	2.4%	2.3%
Finance and Insurance	4.5%	3.5%	4.2%
Health Care and Social Assistance	9.7%	8.1%	11.9%
Information	3.2%	2.3%	2.6%
Manufacturing-Food, Beverage & Tobacco, Textiles, Textile Products, Apparel, Leather	4.6%	3.9%	3.8%
Manufacturing-Metal, Metal Product, Machinery, Computers, & Electronic, Electrical & Transportation Equipment, Furniture	6.0%	8.5%	5.8%
Manufacturing-Wood, Paper, Printing, Petroleum & Coal, Chemical, Plastics & Rubber, Nonmetallic Mineral	2.0%	2.4%	2.1%
Other Services (except Public Administration)	4.7%	4.2%	3.5%
Professional, Scientific, and Technical Services	6.0%	6.4%	5.6%
Public Administration	2.9%	3.1%	3.8%
Retail - Sporting Goods, Hobbies, Books, Music, and General Merchandise	6.1%	8.0%	8.5%
Retail Trade	10.8%	11.1%	9.4%
Transportation and Warehousing	3.6%	3.0%	2.4%
Unspecified Industry Division	2.5%	2.2%	2.3%
Other	9.6%	8.7%	7.7%

Who is hiring on the North Shore?

Employers Listing Job Orders, Top 20	2007	2008	2009
Cashiers	3.3%	5.2%	9.5%
Retail Salespersons	2.8%	4.5%	3.7%
Stock Clerks- Stockroom, Warehouse, or Storage Yard	4.6%	4.5%	3.5%
Packers and Packagers, Hand	2.0%	2.4%	3.3%
Customer Service Representatives	4.0%	2.6%	3.2%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1.3%	2.1%	2.1%
Stock Clerks, Sales Floor	1.1%	1.7%	2.1%
Receptionists and Information Clerks	0.8%	1.5%	1.9%
Security Guards	2.0%	1.7%	1.9%
Executive Secretaries and Administrative Assistants	2.6%	1.8%	1.7%
Landscaping and Grounds keeping Workers	3.4%	2.5%	1.7%
Home Health Aides	1.2%	1.6%	1.6%
Office Clerks, General	1.8%	2.7%	1.4%
Maids and Housekeeping Cleaners	0.7%	1.5%	1.3%
Industrial Engineers	0.5%	0.4%	1.1%
Tellers	0.5%	0.8%	1.1%
Bookkeeping, Accounting, and Auditing Clerks	1.0%	0.7%	1.0%
Electromechanical Equipment Assemblers	2.5%	2.4%	1.0%
Team Assemblers	0.6%	0.7%	1.0%
Packaging and Filling Machine Operators and Tenders	0.1%	0.4%	0.9%
Waiters and Waitresses	0.8%	0.6%	0.9%
Other	62.4%	57.5%	53.9%



Recent Job Fairs

Industry	Companies	Examples of Jobs
Administrative and Support and Waste Management	5	Customer service, clerks, security, various admin
Health Care and Social Assistance	18	LPN, RN, CNA, OT, HHA, Case manager, and food service
Retail Trade	3	Cashier, clerks
Professional, Scientific, and Technical Services	2	Markets survey specialists, sales, cash wash technicians
Manufacturing-Metal, Metal Product, Machinery	3	CNC, Assemblers, Manufacturing process engineer
Accommodation and Food Services	2	Guest Services, Food and Beverage, Customer Service Team members
Educational Services	3	Editor, E-Learning Producers, IT Intern, Academic support
Finance and Insurance	8	Loan Officers, Underwriters, Customer Service, Agents
Transportation	1	Seasonal Drivers, Driver helpers
Public Administration	1	Clerical Support, Field Staff, Administration

Where are the jobs now and where are they going to be soon?

Health Care and Social Service?

- Largest employer in Massachusetts and on North Shore
- Temporary slow down in hiring of certain positions – slow retirements, slow down in hiring, etc. BUT
- Continues to be seen as economic driver in the Commonwealth/ Close relationship to Biotech

Where are the jobs now and where are they going to be soon?

Health Care and Social Service **(cont.)?**

- NSWIB has strong partnership with this industry
- Many programs on our approved vendor list, e.g.,
- HCLN Investment
- Funding opportunities continue to come our way:
 - Federal Grant through Congressman Tierney
 - ARRA Long Term Care Grant
 - ARRA Health Care Skills Gap Partnership
 - NSWIB ARRA Health Care Funding

Where are the jobs now and where are they going to be soon?

“Green” Jobs?

- Definition – Renewable Energy/Energy Efficiency – overlap many sectors
- Huge focus in Washington – much legislation under consideration to move agenda along
- Strong support from Congressman Tierney
- Large Part of ARRA
 - State Energy Sector Partnership
 - NSWIB funded programs
- NSWIB research findings
 - Local Report
 - Survey

Where are the jobs now and where are they going to be soon?

“Green” Jobs? (Continued)

- NSWIB Local Report Findings
 - Local Labor Market includes highly functioning construction and manufacturing industries, considered the basis of the green jobs industry
 - Many skilled individuals interested in moving into this field
 - New positions developing across all industries, including sustainability professional, recycling coordinator
 - Interest by partner organizations such as North Shore Tech Council
 - Interest by educational community – defined standards do exist

Where are the jobs now and where are they going to be soon?

“Green” Jobs? (Continued)

- Northeast WIBs Survey Findings
 - Responding companies include National Grid, Berry Construction, Groom Construction, Cranney Electric, General Electric, Varian, Residential/Commercial Consultants, Weatherization companies, Architectural and Engineering Companies, Solar and BioFuels companies
 - Skills Gap includes engineering, sales, public relations/information, project management, LEED/BPI Certification, etc.
 - Again, large labor force ready for training

*Where are the jobs now and
where are they going to be soon?*

OTHERS?

NEXT MEETING

January 14, 2010

8:00AM

NORTH SHORE WORKFORCE INVESTMENT BOARD



70 Washington Street
Suite 314
Salem, MA 01970
Tel. 978.741.3805

www.northshorewib.com