

Skills Committee Agenda –June 21, 2022

Agenda:

1. Introductions
2. Updates from WB and Committee Members
3. Review of SWOT analysis conducted during May Board meeting
4. Overview of Road Show at Essex Tech on May 24th
5. Review of Potential for Stipend Funds for Customers while in Training
6. Upskilling Navigator Position at Career Center
7. Off Shore Wind Planning grant
8. Next Meeting – October 18, 2022

Updates

Goals and Objectives for the Skills Committee

MAJOR THEMES FOR FY2022 - 2026

- *Identify and develop strategies to help employers and job seekers to reskill and grow post-COVID 19 – in particular those who have permanently lost employment*
- *Analyze and document academic skills necessary to be successful in post-secondary environment*
- *Use performance data for more discussion and promote future research and program enhancements*
- *Seek out private grant funds for regional/intra-agency programs*
- *Career Pathway development and translation for staff of all partner agencies*

SWOT – Board Exercise, May 2022

Strengths

- Board Knowledge and Commitment
- Team-Work:
 - Strong engagement with partners
- Collaboration between Career Center and the Workforce Board-
- Outreach and collaboration with Business partners
- Business Partner willingness to engage and provide resources/input
- Relationship and Support of City and Mayor

Weaknesses

- We should make board meetings more dynamic
- Being remote is difficult
- Info flow from Sub-committee to board
- We need “bench depth”
- We need new voices
- We need expanded industry engagement
- Marketing, information sharing is not strong enough.
- Everyone needs to know who we are and what we do !

SWOT – Board Exercise, May 2022

Opportunities

- Enhance marketing/Instagram/Linked-in/Tic-Toc/Community Outreach/ - What is the secret sauce to all of this?
- Incorporate an ongoing marketing strategy for all partners
- Catalog of partners
- What is MassHire – What do customers want to know?

Threats

- The way people work and/or want to work is changing so fast and is unpredictable
- Immigration has slowed down almost completely
- We may lose our very supportive Mayor to a new office
- We cannot be sure of our external sources of funding
- Bureaucracy could stifle innovation

Road Show!

Objective:

- Employers will understand the value of working with a MassHire Business service Representatives and Market Maker
- Employers will share contract information for initial conversations on their hiring needs

Essex Tech – May 24 about 40 people including about 25 companies.

Stipend Funds

Currently in the Discussion Phase – No Final Decisions Made

A stipend is a fixed amount paid to an individual to offset expenses. The ARPA training stipend would be available to individuals who require financial assistance in order to participate in occupational training.

Individuals who are enrolled in ARP-funded or other training opportunities will be eligible to receive a training stipend up to a maximum of \$6,000 per-person.

ARP stipend funds are separate from other federal dollars, will flow through MDCS and be placed in local area contracts. Local Fiscal Agents will disburse stipend payments per local process.

Stipend Funds

Payment will be made to individuals upon meeting the following requirements (IN DISCUSSION PHASE)

1. Eligibility: participant has been determined to be eligible as an ARP participant (please refer to ARP Eligibility Policy #XX-XX).
2. Participant has been verified as in need of additional assistance in order to participate in occupational training (e.g. not currently working? Not collecting UI?).
3. Attendance: classroom attendance must be verified as meeting the participation rate as pre-designated by the training provider.
 - a. Documentation will be submitted to the voucher payor.
 - b. Stipends prorated based on the percentage of attendance, e.g., 50% attendance earns 50% stipend payment
4. Stipend payment: stipend payor will execute payment once every 2 weeks via direct deposit? Via debit card? for duration of the training course/program, up to a maximum limit of \$6,000 per trainee.

Up Skilling Navigator

The Upskilling Navigator is responsible for the recruitment, screening, and enrollment of MassHire-North Shore Career Center customers into skills training programs funded by the American Rescue Plan Act (ARPA), Career Technical Initiative (CTI), and other specifically-funded training opportunities.

The purpose of this position is to assist customers interested in upskilling credentials to achieve their employment goals in priority industries.

- *3 years of funding for this position – waiting on contract*
- *Position description is attached to meeting notice*

Offshore Wind Planning Grant

MassCEC has funding to support workforce development for the Offshore Wind Industry as this becomes established across the State, including on the North Shore and in Salem

We are applying for a Planning Grant that will lead to a Plan and a series of Programs that meet company talent needs

Working with UMass Amherst Gloucester Marine Biology Station, Essex County Community Foundation, The City of Salem and others to develop these products

These grants are particularly focused to benefit those that live in Environmental Justice Communities

Offshore Wind Planning Grant

“Environmental Justice (EJ) Neighborhood” means a census block group where Twentyfive percent (25%) of the households have an annual median household income that is equal to or less than sixty-five percent (65%) of the statewide median income, or twenty-five (25%) of its population is Minority or identifies as household that has English Isolation.

- “Minority” refers to individuals who identify themselves as Latino/Hispanic, Black/African American, Asian, Indigenous people, and people who otherwise identify as non-white.
- “Low-income” means median household income at or below sixty-five percent (65%) of the statewide median income for Massachusetts, according to federal census data.
- “English isolation” refers to households that are English Language Isolated according to federal census forms, or do not have an adult over the age of fourteen (14) that speaks only English or English very well.
- To see census block groups that meet the Environmental Justice definition, see Environmental Justice Map Viewer.

Workforce Skills Committee

- Other Updates from Committee Members
- Next Meeting – October 18, 2022

Thank you! 😊