

6- 16- 2016

Attendees:

Brian Cranney, Dianne Paltergill, Jo Bourgeois, Tim Lemons, Lauren Hubbacheck, David Manning– Mary Sarris and Ed O’Sullivan

WORKFORCE SYSTEMS GOALS AND OBJECTIVES 2015 - 2017

GOAL 1: THE NORTH SHORE WIB WILL BUILD THE CAPACITY OF THE NORTH SHORE WORKFORCE SYSTEM TO RESPOND TO LABOR MARKET NEEDS BY COLLECTING AND DISTRIBUTING LABOR MARKET INFORMATION AND BY PROVIDING OTHER SUPPORTS TO WORKFORCE PARTNERS.

MAJOR THEMES:

1. CAREER CENTER CHARTER
2. CONTINUE INITIATIVES IN CRITICAL AND EMERGING INDUSTRIES, AS WELL AS ON A REGIONAL BASIS
3. IMPROVE SERVICES FOR TARGETED POPULATIONS – LONG TERM UNEMPLOYED, IMMIGRANTS, AND MATURE WORKERS
4. ANALYSIS AND SHARING OF LABOR MARKET INFORMATION
5. POLICY CHANGES AND EDUCATION ON INCREASING CAPACITY
6. PARTICIPATE WITH THE NORTH SHORE ALLIANCE FOR ECONOMIC DEVELOPMENT
7. CONTINUE TO SEEK OUT AND SUPPORT RESOURCES TO HELP WITH TRANSPORTATION

Objective #1: Build on existing strengths in identifying current scale and scope of worker and employer needs while being responsive and forward thinking on changing workforce trends and gaps that may arise.

| Activity: | Timeframe: | Benchmarks/Indicators of Success | Status |
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| <p>Career Center Charter</p> <p>-Continue to conduct bi-annual reviews of Charter to ensure that services provided to companies and individuals continually improve and respond to current needs</p> <p>-Support Career Centers as they consolidate and build Access Points</p> | <p>2015 – 2017</p> <p>2015 – 2017</p> <p>2015</p> | <p>Active charter exists at all times.</p> <p>Additional focus areas include: -Career Center services are out in the community.</p> | <p>Mark during the June 15 Committee meeting gave a detailed update on the charter highlighting the development of the access points and a roll-out of the new locations that opened up in the Winter/Spring of 2015.</p> <p>Additional information was presented on the customer flow at the new Access Points.</p> <p>Discussed with the committee the changes with WIOA and pending Career Center open bid process which is on the horizon. Dave gave the group a quick overview of the workgroup at the state level and the various topics they were covering.</p> |

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| <p>-Help career centers inform job seekers of placement and earning potential of various training programs</p> <p>-Help job seekers understand and use social media and other technology tools in their job search and in training</p> | <p>2016</p> <p>2015 – 2016</p> <p>2015</p> <p>2016 - 2017</p> | <p>- Infrastructure costs have decreased</p> <p>-Additional training funds are available</p> <p>Revisit locations through review of services of access points</p> <p>Career Centers receive training on new Blueprint; also regularly access real-time tools such as HWOL and TORQ</p> <p>Updated list of performance by training vendor available for career center staff</p> <p>Appropriate workshops available on a routine basis; career center staff also routinely attend training sessions; tools available for staff to help customers make training decisions</p> | |
| <p>Continue initiatives in critical/emerging sectors:</p> <ul style="list-style-type: none"> - Health Care - Manufacturing - Construction | <p>2015</p> | <p>LMI details for each sector identified and communicated to industry partners through various means, including profiles, presentations, newsletters, company visits, etc.</p> | <p>Overview was given to the Manufacturing WCTF/JD NEG/ Apprenticeship grants....in addition the NSWIB submitted (yesterday12/16) a WCTF grant covering the IT industry – IT occupations that crossover into multiple industries. We were</p> |

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| | 2016 | Applications for grant funding for new and incumbent workers submitted and funded in each area. | |
| | 2016 – 2017 | Consortiums status reviewed at the end of each fiscal year for quality of industry support | |
| | 2017 | Grant funding is received and appropriate projects underway. | |
| | 2016 - 2017 | Progress made on moving non-credit courses to credit courses at some level. | |
| - Continue to work with North Shore Community College, Salem State University, Endicott College and Gordon College on Life Sciences project | 2015 – 2016 | NSWIB staff attend meetings and provide information and support as required and requested. | In April, We shared that the WIB worked with Endicott College (and their Entrepreneur group FUEL) to present data on the IT industry to the North Shore Tech Council. The event was a success. |
| Engage companies in STEM communication activities | 2015 – 2017 | AMP It Up and other related STEM activities working; STEM activities of youth pipeline committee working successfully | |
| | 2015 | One more life science company on the WIB | |

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| <p>Improve services for targeted populations – Long Term Unemployed, Immigrants, and mature workers</p> <p>Conduct needs assessment on target populations</p> <p>- Maintain comprehensive data base of all agencies and programs that provide services to targeted populations – identify barriers and gaps</p> <p>- Identify areas for potential partnerships and/or expansion of existing programs that will reach targeted populations</p> | <p>2015 – 2016</p> <p>2016</p> <p>2015</p> <p>2015 – 2016</p> <p>2016</p> | <p>Needs assessments on these populations completed and on website – through DAA</p> <p>Data base of programs exist and is available on website</p> <p>Partners identified.</p> <p>Representatives of these groups on WIB committees</p> <p>WIB/Career Center staff on existing partnerships or new partnership exist in the community.</p> | |
| <p>Analysis and sharing of Labor Market Information</p> <p>-LMBP Completed in the Fall of 2014, Including Economic Snapshot, Brief, Youth Piece</p> <p>-Annually interview WIB members in each critical sector on what they predict their sector will look like in five years.</p> | <p>2015</p> <p>2016 – 2017</p> | <p>Blueprint and related documents on website</p> <p>Annual review completed and documented</p> | <p>Update was given on the Blue Print and has already been placed on website as well as the many presentations the WIB staff have been doing to promote LMI</p> <p>Youth Blue Print posters have been made for schools and partners.</p> |

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| -Conduct 6 Data Academies with research topics supporting attaining performance measures and understanding trends in the regional labor market. | 2015 – 2017 | DAA academies complete work and information on website | On-Line learning research study by NSWIB was posted on the website. Still much to learn about this new/innovative – and ‘will happen’ way of learning. |
| -Share HWOL data with industry sector partners for verification/validation | 2015 – 2016 | HWOL data submitted to industry partners on an annual basis | |
| -Training seminar series for Career center staff | 2015 | Training seminars take place | |

OBJECTIVE #2: Increase coordination and collaboration with educational, human service and government organizations on regional economic development initiatives and advocate for policy changes at the state and local level that will help local partners increase the capacity of the workforce system.

| Activity: | Timeframe: | Benchmarks/Indicators of Success | Status |
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| Policy changes and education on increasing capacity | 2015 – 2016 | Elected and appointed workforce leaders are involved with WIB, including attending full board meetings and committee meetings. | |
| - Advocate locally and jointly with other WIBs for identified policy and funding changes. | 2015 – 2017 | WIB Director speaks with NS Mayors/Town Administrators group at least once per year. | |

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| <p>-Disseminate a bi-annual report to the legislature documenting programs and outcomes for the North Shore region</p> <p>-Strengthen relationship with local political leaders such as Congressman John Tierney and North Shore legislative delegation.</p> | <p>2015 and 2017</p> <p>2015 – 2016</p> <p>2015 – 2017</p> | <p>Bi-annual Report to Legislature completed</p> <p>WIB/Career Center staff join state level committees to advocate for these changes</p> <p>An annual list of policy changes are documented and maintained on our website.</p> | <p>Annual Report was released over the summer...</p> |
| <p>Participate with the North Shore Alliance for Economic Development</p> | <p>2015</p> <p>2015</p> | <p>Snapshot completed and disseminated.</p> <p>Alliance joins the WIB board</p> | <p>Investment Snapshot is being disseminated along with the Blue Print.</p> <p>During the February meeting we discussed in detail “The Future of Work’ project we will be running of the next year. We will be surveying several groups of stakeholders thru a survey tool as well as in-person discussions. More updates to come.</p> <p>In April a copy of the FOW survey that was sent to board members and sub-committee members was shared. We are working on a more friendly format to review to share results.</p> |

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| | <p>2015 – 2017</p> <p>2015</p> <p>2016</p> <p>2016 - 2017</p> | <p>WIB participates in Alliance events including workshops that support critical industries.</p> <p>Alliance strategic plan includes support of workforce development in conjunction with economic development activity.</p> <p>WIB and Alliance participate with local economic development leaders in periodic meetings and workshops.</p> <p>Alliance funding increases and the organization becomes firmly established in the community.</p> | |
| <p>Work with regional workforce system partners to address industry and worker needs by sector. – build and support industry partnerships such as the NAMC.</p> | <p>2016 – 2017</p> <p>2015 – 2017</p> <p>2017</p> | <p>Cluster partnerships as described above include other members of the workforce system, including educators, economic development organizations, and industry groups.</p> <p>Partners participate in seminars that discuss labor market data and challenges and develop full understanding of responses needed.</p> <p>Schools/colleges/related entities report stronger relationships with companies who are interested in</p> | <p>Regional Partnership in Manufacturing is leading the way in the Northeast....many challenges and many successes.</p> <p>During the June 2016 meeting we discussed the importance of working with the Voc. Tech Schools as well as promoting the Apprenticeship Models being developed through the Manufacturing grant.</p> |

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| | | hiring members of their constituencies. | |
| Continue to seek out and support resources to help with transportation | 2015 – 2017 | Our current Employment Express programs remains in effect at least at its current level. | The committee in June 2016 discussed the importance of the WIB and addressing the transportation problems present of workers on the North Shore. We also share preliminary results of the Future of Work (FOW) surveys which highlight this problem. More data will be released to the committee on FOW during the coming year. |
| | 2016 – 2017 | One additional funding source is identified and an application submitted and funded to expand service. | |
| | 2015 | One DAA report done on Employment Express and the customers who are utilizing it – report on website and disseminated to the public and leaders around the region. | |