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Agenda
Skills Committee Meeting

December 19th 2017, 8:00AM 70 Washington Street, WIB Conference Room

Membership: Tony Dunn; Laurie Roberto; Thelma Williams; Teury Merte; Laura Rubin; Nastaha Soolkin; Edward Terrill; Amanda Warnock; Gina Frey; Laura MacNeil; Bonnie Carr, Jacqueline Smith; Mary Zwiercan; Tracey Cahalane; Christy Sugarman

- I. Introductions
- II. Discussion of draft Objectives and Goals for FY 2018 and formulation of NSWIB Strategic Plan and Regional Planning effort with Merrimack Valley and Greater Lowell in conjunction with Future of Work Study
- III. Future of Work/ Technology Coalition of the North Shore- *update*
- IV. Regional Planning Activity Session IV and presentation to three Secretary's – *update*
- V. Updates from Committee Members

Next Meeting: 2/20/18, 4/17, 2018, 6/19/2018

We put the North Shore to work!

Skills Committee 2018 -2019

GOAL: The North Shore WIB will strategically utilize resources (increasing LMI and financial) to fully engage the business sector and Educators (both K-12 and Adult) to better align skills that exist between workers and employers.

Themes:

- ***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***

We put the North Shore to work!

Skills Committee 2018 -2019

Objective #1: Collaborate with educational and training partners to increase (leverage) available resources and align policies, training program certificates/degrees so that employer and worker needs are met.

Objective #2: Facilitate alignment of education, training, workforce and economic development activities so that employer and worker needs are met through LMI and other research-based facts and data.

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III. Where do we want to go?

Criteria, Industries, and Occupations

Statewide criteria	Regional-specific criteria	Priority industries	Priority occupations
<ul style="list-style-type: none"> • High employer demand • High demand and high wages (star rating) • Talent gap • Career pathways 	<ul style="list-style-type: none"> • Employer demand based on replacements as well as growth • Employers engaged and willing to invest in entry-level employees and incumbent workers. • Location Quotient • Career Pathways, including lower wage (three star) positions that lead to 4-5 star occupations 	<ul style="list-style-type: none"> • Healthcare and Social Assistance <ul style="list-style-type: none"> ○ High number of jobs ○ Fast job growth ○ High location quotient – 1.45 ○ Career pathways • Professional, Scientific, and Technical <ul style="list-style-type: none"> ○ High earnings ○ Services many industries ○ Career Pathways • Advanced Manufacturing <ul style="list-style-type: none"> ○ High number of jobs ○ Significant replacement demand ○ High location quotient – 1.48 ○ High earnings ○ Career Pathways 	<ul style="list-style-type: none"> • Healthcare and Social Assistance <ul style="list-style-type: none"> ○ Practitioners and technical ○ Direct Care/Support ○ Healthcare administrative • Professional, Scientific, and Technical <ul style="list-style-type: none"> ○ Computer Related and IT Support ○ Engineering ○ Engineering Technicians • Advanced Manufacturing <ul style="list-style-type: none"> ○ Supervisors ○ Assembler/Production workers/Machinists ○ Inspectors/Testers/QC

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III. Where do we want to go?

Industries and Occupations – Critical but not Prioritized

- Industry
 - Construction
 - > Significant demand pressure on local systems to fill jobs
 - > Solid Career Pathways
 - > High Wages
 - Education
 - > Significant demand, including state university
 - > Solid Career Pathways
 - > High Wages
 - Life Sciences
 - > Significant subset of priority industries
 - > High Wages
 - Financial Services
 - > Changing industry with multi-level IT needs
- Occupation/Occupational Group
 - HVAC mechanics, installers
 - Architectural and Civil Drafters
 - Construction Laborers and Other Trades
 - Heavy Equipment Operators, Truck Drivers
 - Environmental Remediation
 - Preschool Teachers
 - Teacher Assistants
 - Elementary Teachers
 - Lab Technicians
 - Lab Technologists
 - Biological Technicians
 - IT Occupations at all levels

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I. Planning Process To-Date

The Workforce Skills Cabinet supported regional planning process in Northeast Massachusetts:

Team meetings:

- April 19th - 1st regional kick-off meeting to review demand-side data
- July 24th - 2nd Regional Planning team meeting to review supply-side data
- October 11th - 3rd Regional Planning team meeting
- November 9, 2017 – 4th Regional Planning Meeting
- 5th Regional Planning team meeting – Date TBD

- **Early September - RFQ procurement process selected Camoin Associates to assist in planning and blueprint development; weekly conference calls with working assignments**

Business Engagement:

- November 3 and 8, 2017 - Employer Focus Groups
- Also review of other regional business engagement efforts, including Lawrence Partnership Business survey and North Shore Future of Work survey
- Team partners will continual discussions and engagement with businesses through WIB meetings, Chamber of Commerce and related organizations, Career Center implementation of Demand Driven 2.0 and similar activities, and sector partners such as NAMC,





II. Where are we now?

Regional Challenges and Opportunities, Additional

- The changing demographics of the region, especially the influx of new immigrants, offer a great opportunity to recruit and train a workforce that meets industry needs.
- The changing demographics also create challenges, such as the need to address English mastery and literacy needs, cultural competencies, and work-readiness skills.
- Among key industries, manufacturing is likely to have the most replacement openings as the workforce ages
- Manufacturing and Healthcare have the most racially diverse workforces - nearly one in five workers identify as non-white; Professional, Scientific, and Technical has the lowest representation of Hispanics and Latinos, while healthcare has the highest
- Region sends more people out of the region to work than attracts people to the region to work – net loss of 77,120
- Approximately 2/3 of Northeast residents were born locally but the share of foreign-born increased by 8%

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