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Agenda  
Workforce Systems Committee  
December 14th, 2017  
8:00AM

70 Washington Street, Small Conference Room 1<sup>st</sup> Floor- Salem

Membership: Paul Mahoney, Brian Cranney, Tim Doggett, Patricia Meservey, Lauren Hubbacheck, Tom Lemons, David Manning, Mike McCarthy, Patricia Gentile, and Dianne Palter-Gill

- 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 the Future of Work Study
- III. Technology Coalition of the North Shore - *update*
- IV. Adjournment

Next Meetings: February 15<sup>th</sup> 2018, April 19<sup>th</sup> 2018, June 21<sup>st</sup> 2018

We put the North Shore to work!

## *Workforce Systems Committee 2018 -2019*

*GOAL: The North Shore WIB will improve and enhance the workforce system (including the North Shore Career Center as well as WIOA and other partners) to respond to current and future demand and supply challenges on the North Shore and within the northeast region.*

### *Themes:*

- One Stop Contract and Performance of the North Shore Career Center*
- Translating 'Future of Work' and Labor Market Information for all stakeholders*
- New and Targeted Funding*
- Helping Priority Populations*
- WIOA Partners and Memorandum of Understanding*
- Advocating/Addressing Economic Development*



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## *Workforce Systems Committee 2018 -2019*

*Objective #1: The North Shore WIB will build upon the capacity of the North Shore Workforce System as led by the North Shore Career Center to respond to labor market needs as prescribed by the “Future of Work Study” as well as by providing other supports to workforce partners.*

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

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## I. Planning Process To-Date

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

Team meetings:

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

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### 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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### 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"> <li>• High employer demand</li> <li>• High demand and high wages (star rating)</li> <li>• Talent gap</li> <li>• Career Pathways</li> </ul>	<ul style="list-style-type: none"> <li>• Employer demand based on replacements as well as growth</li> <li>• Employers engaged and willing to invest in entry-level employees and incumbent workers.</li> <li>• Location Quotient</li> <li>• Career Pathways, including lower wage (three star) positions that lead to 4-5 star occupations</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Healthcare and Social Assistance</b> <ul style="list-style-type: none"> <li>○ High number of jobs</li> <li>○ Fast job growth</li> <li>○ High location quotient – 1.45</li> <li>○ Career Pathways</li> </ul> </li> <li>• <b>Professional, Scientific, and Technical</b> <ul style="list-style-type: none"> <li>○ High earnings</li> <li>○ Service many industries</li> <li>○ Career Pathways</li> </ul> </li> <li>• <b>Advanced Manufacturing</b> <ul style="list-style-type: none"> <li>○ High number of jobs</li> <li>○ Significant replacement demand</li> <li>○ High location quotient – 1.48</li> <li>○ High earnings</li> <li>○ Career Pathways</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Healthcare and Social Assistance</b> <ul style="list-style-type: none"> <li>○ Practitioners and technical</li> <li>○ Direct Care/Support</li> <li>○ Healthcare administrative</li> </ul> <p>(LQ 1.19-1.75; growth rate 7%-24%; focus group input)</p> </li> <li>• <b>Professional, Scientific, and Technical</b> <ul style="list-style-type: none"> <li>○ Computer Related and IT Support</li> <li>○ Engineering</li> <li>○ Engineering Technicians</li> </ul> <p>(LQ: 1.13 – 2.73; wage \$29.73- \$68.69; focus group input)</p> </li> <li>• <b>Advanced Manufacturing</b> <ul style="list-style-type: none"> <li>○ Supervisors</li> <li>○ Assembler/Production workers/Machinists</li> <li>○ Inspectors/Testers/QC</li> </ul> <p>(LQ: 1.07-2.05; Wage: \$15.97-\$60.48; focus group input)</p> </li> </ul>



### III. Where do we want to go?

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#### 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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