



Quarterly Member Meeting

November 9, 2022

8:30am - 10:30am Via Zoom

Present: Carson Burrington (Chair), Colleen Moran (Vice Chair), Rosemary Alexander, Reed Brockman, Nancy Conti, Debra Jacobson, Chris Hope, Maria Kefallinou, Rick Laferriere, Rafael Mares, Alice Murillo, Brian Murray, Steven Sullivan, Sue Walsh

Absent: Allen Boyer, Josh Eichen, Michael Cosgrove, Kambiz Maali, Michael LaMonica, Rachael Running, Valerie Sutton

Guests:

MINUTES

Agenda Topics	Major Discussion Points	Next Steps (Who, what, by when)
	<ul style="list-style-type: none"> • Carson Burrington, Chair, called the meeting to order at 8am.e 	
Welcome	<ul style="list-style-type: none"> • The Chair welcomed Members and guests to the MassHire Metro North Workforce Board’s Quarterly meeting. 	<ul style="list-style-type: none"> •
Review and Approval of June 2022 Meeting Minutes (Vote, Roll Call)	<ul style="list-style-type: none"> • The Chair stated that the minutes from the June 8, 2022 MNWB meeting were sent out in the meeting packet. The Chair asked for any questions or comments regarding the minutes. <ul style="list-style-type: none"> ○ There being no questions or comments, the Chair requested a motion to approve the minutes. Steve Sullivan made the motion to approve the minutes and Reed Brockman seconded the motion. ○ Upon motion duly made and seconded, the minutes of the June 8, 2022 MNWB Quarterly Meeting were unanimously approved as presented by roll call vote of all Members present at the meeting: 	<ul style="list-style-type: none"> •

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	<ul style="list-style-type: none"> ▪ Yes: Carson Burrington (Chair), Colleen Moran (Vice Chair), Rosemary Alexander, Reed Brockman, Nancy Conti, Debra Jacobson, Maria Kefallinou, Rick Laferriere, Rafael Mares, Alice Murillo, Brian Murray, Steven Sullivan, Sue Walsh ▪ Abstain: ▪ No: ▪ Not Present at time of vote: Chris Hope 	
MNWB Major Activities Report	<ul style="list-style-type: none"> • Chris Albrizio-Lee reviewed the highlights of the Major Activities Report which was sent to all Members via email in the meeting packet. <ul style="list-style-type: none"> ○ Staffing: Kate Armstrong has been onboarded as STEM Programs Manager since the last meeting. Natalia joined us as Manager of Workforce Systems. ○ Workforce Systems: Dani Smejkel left to work at CommCorp and Jenny Synn was promoted to Director of Workforce Systems. ○ Hiring continues for Youth Programs Specialist and Communications Coordinator ○ Youth Programs have started in our 7 partner high schools. Job and Career fairs are being set up. ○ Connecting Activities and YouthWorks both have significant state funding increases allowing for hiring and potential expansion into other schools. ○ A lot of students from our schools attended STEM Week activities and visited employer partnerships. ○ City Lab in Revere partnership is forming. Alternative High School. ○ Cycle 2 of YouthWorks (year round) is underway. 4 partner cities. 2 new partners: ABCD and Breaktime. ○ Gearing up for annual YouthWorks application. We decided to do an RFP process prior to submitting the application. ○ Digital Navigator and Pharmacy Tech programs. Cohort 2 is gearing up for Digital Navigators ○ STEM Week successes were presented. ○ STEM Grants – 2 in the works. ○ Kate is outreaching to employers. ○ Community Mitigation Fund – close to closing 2022 and in the midst of FY23 project which is serving over 600 participants. • Grants and Projects in the pipeline: <ul style="list-style-type: none"> ○ Work to THRIVE – MBI Digital Equity Grant and other projects ○ We have been invited to submit a full grant to the Cummings Foundation for a summer program in Pre-Apprenticeship program. • Lee-Ann presented career center updates: 	

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	<ul style="list-style-type: none"> ○ Lisa Chakalos-Ryan, Business Services Representative was a finalist for the Collaboration award and Debbie Lipton, Career Advisor was a finalist for the Reliability award for this year’s annual MassHire Awards. ○ Region got Jobs for Veterans Incentive Award. \$5k for laptops, groceries and gift cards for veterans. ○ First off site, in person job fair was held this quarter with 6 employers and 30 job seekers. Bilingual staff was on hand. The Everett Library was happy with the event. ○ Partner activity: <ul style="list-style-type: none"> ▪ Tailored for Success moved into the Woburn site and will put a second site in Cambridge early next year. ▪ Meeting with Women Encouraging Empowerment to hold an in person workshop there in December. ○ The Career Center now has a fully staffed BSR team of four, 2 are new, one is bilingual – Spanish ○ The Career Centers still have 10 open positions, including two ARPA funded positions. ○ Rosemary Alexander has been promoted to Director of Field Operations. She will support and guide and train field operations managers. 	
Strategic Plan Performance Report	<ul style="list-style-type: none"> ● Pahneez Hasseli presented the quarterly Strategic Plan KPI Report highlights. <ul style="list-style-type: none"> ○ FY23,Q1 Results were presented: <ul style="list-style-type: none"> ▪ 3,939 At 36% of Goal in Number of job-seekers served using MassHire services. ▪ 62 At 20% of number of job-seekers enrolled in skills training. <ul style="list-style-type: none"> ● At 1% of employment goal. It is expected to be low in first quarter. ▪ 896 Youth Served (35%) of goal in number of youth served. ▪ 842 (50% of goal) job seekers served whose primary language is not English ▪ Work to Thrive at \$0, butt a lot in the works ▪ Advocacy: Expect number to increase. ▪ Employers served is 178 (19% of goal), a bit low but October outreach will increase this number. ▪ High need for ESL providers to be part of training. Some providers slid off of the approved list. ▪ Is there a reason why the 50% lang. is so high: Spanish, Portuguese and Haitian Creole. A lot of that number comes from Community Mitigation Fund. ▪ Advocacy: Q2 will see a jump in this number. ▪ Numbers are positive compared to last year. ○ Data was presented on residents served per community tracked for Career Centers and Youthworks. Other demographic metrics may be presented in the future. 	<ul style="list-style-type: none"> ● See data request in notes

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	<ul style="list-style-type: none"> ○ Medford is joining YouthWorks. Looking to support Woburn as well. 	
Labor Market Report Data Presentation	<ul style="list-style-type: none"> ● Pahneez Hasseli presented the quarterly Labor Market Report highlights. ● Unemployment: 2.5%, one of the lowest of MassHire regions. <ul style="list-style-type: none"> ○ Revere and Chelsea are above 3% unemployment. ○ Reading, Somerville, Melrose, Cambridge, and Arlington have the lowest unemployment rate. ○ Job posting trends were discussed, they are a bit lower than in the summer. Only 23% advertised a salary. Median Salary has increased slightly to \$52K. ○ 36% of Metro North job postings were based in Cambridge. 11% were posted in Burlington. This Impacts barriers such as transportation and digital literacy. Cambridge has a lot of multinational corporations – are these postings really in Cambridge or other company locations? <ul style="list-style-type: none"> ▪ Rafael noted that residents need to be able to connect to jobs in Cambridge. How many jobs are accessible by public transportation? Challenging to Chelsea and Revere residents. ○ Top employers were presented: Harvard and Amazon are dominant. Median advertised salary was shared. ○ Advertised salaries were shared by educational attainment. ○ Also presented were data related to occupations by minimum High School/GED education <ul style="list-style-type: none"> ▪ top occupations were listed ▪ 46% of postings looked for Office Suite Skills. ▪ In demand certifications ○ Rafael asked if jobs data is available for people for whom English is not primary language 	
Presentation and Discussion: The Loop Lab	<ul style="list-style-type: none"> ● Christopher Hope runs and is also the founder and Executive Director of a media arts apprenticeship program called The Loop Lab. <ul style="list-style-type: none"> ○ Chris shared a video on the work of the Loop Lab Academy ○ Partnership with Lesley University. ○ Loop Lab Studio employs students. ○ 30% of revenue is from Loop Lab Studio. ○ Passion and focus how to get young adults left out of a historically white male dominated Audio Visual industry space. ○ The Port Neighborhood (between Harvard and MIT) is the most impoverished community in Cambridge. Highest gang, drug and violence in Cambridge. <ul style="list-style-type: none"> ▪ People wanted more creative outlets and more employment skills. How to work in the gig economy, how to start a business. ▪ Microsoft Office Suite, soft skills, financial literacy, business management skills and invoicing are all taught alongside media arts 	

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	<ul style="list-style-type: none"> ▪ Certifications available that can be big negotiation points for salary. Even folks without college degree can thrive. ▪ Most students are first generation or immigrants. ▪ Serves 18- to 26-year-olds, a demographic with very high unemployment rates. ▪ Internships are an important part of the program. Essentially another six months of training. ▪ Journeymen/women - education, employment and entrepreneurship. <ul style="list-style-type: none"> • Key partners are Lesley School of Art and Design – Loop Lab 2 year scholarship. Counts Loop Lab program as a full year of college. Other university partnership are being developed. • Entrepreneurship responds to the gig economy. Trains how to be a W-9 contractor. Grants to alumni to start business. ▪ The Loop Lab Studio works with MIT on a series on apprenticeships, works with City of Boston for the Arts and Culture Department, Boston Foundation and others. <ul style="list-style-type: none"> • Alumni are hired for Studio gigs ○ Chris also offers DEI support to companies through a consultancy called Equity Intelligence. Use AR and VR – immerses participants in how it feels to be x in a y environment. Also helps with job placement for colleges. ○ Demand for AV jobs. How can he access individuals in MassHire pipeline into the jobs he has. ○ Pain point for The Loop Lab: Chasm between opportunities and the people who need work. Employers need to be educated to look to local talent, train them and residents need to know how to access it. Need transformational relationships and partnerships. 		
Member Updates	<ul style="list-style-type: none"> • 		
Other business as may come before the Annual MNWB Meeting	<ul style="list-style-type: none"> • n/a 		
Adjourn	<ul style="list-style-type: none"> • The meeting was adjourned at 10:26a.m. 		
	<ul style="list-style-type: none"> • Documents used at the September 14, 2022 MNWB Meeting: <table border="1" data-bbox="457 1268 1709 1490"> <tr> <td> <ul style="list-style-type: none"> • Agenda • Draft September 2022 Meeting Minutes • Major Activities Report • Committee Updates • Grant Summary Chart • Strategic Framework –KPI Dashboard and PowerPoint Presentation </td> </tr> </table> 	<ul style="list-style-type: none"> • Agenda • Draft September 2022 Meeting Minutes • Major Activities Report • Committee Updates • Grant Summary Chart • Strategic Framework –KPI Dashboard and PowerPoint Presentation 	
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	<ul style="list-style-type: none"><li data-bbox="520 215 751 240">• LMI PowerPoint<li data-bbox="520 250 827 274">• Loop Lab Presentation	