



METRO NORTH WORKFORCE BOARD

186 Alewife Brook Parkway, #216
Cambridge, MA 02138
617.864.1500

JOB POSTING

WHO WE ARE:

The MassHire Metro North Workforce Board (MNWB) is a 501(c)(3) nonprofit organization whose mission is to develop partnerships, generate resources, and advocate for workforce solutions that result in a skilled workforce, prospering businesses, and equitable access to meaningful career pathways and quality employment for residents. The MNWB is one of 16 local Workforce Development Boards established in Massachusetts covering 20 cities and towns north of Boston. The functions of MNWB include the following:

- Addressing business' workforce needs through strategic partnership building
- Coordinating local workforce activities with economic development strategies
- Developing industry-specific consortia focusing on strategic planning and implementation
- Establishing workforce development policy for the region
- Chartering career center operators and overseeing career centers
- Matching the needs of business for skilled employees with training opportunities in the area
- Assessing the effectiveness of the local workforce system
- Administering federal Workforce Innovation and Opportunity Act (WIOA) funds for the region

For more information, please visit <https://masshiremetronorth.org/>.

JOB TITLE: Youth Programs Specialist

BASIC FUNCTION:

Reporting to the Senior Director of Youth Programs, the Youth Programs Specialist works as an active and integral member of the MassHire Metro North Workforce Board youth department. The Youth Programs Specialist provides case management, career awareness, and employment services to youth and young adults (14-24) in the Metro North region; database entry and management across multiple platforms for a variety of grants; employer outreach for youth programs, including internship and competitive job placement; develops partnerships with Metro North region nonprofits, schools, and other organizations as needed to promote workforce initiatives for youth.

PRIMARY RESPONSIBILITIES AND DUTIES:

- Develop relationships with existing and new employer partners to secure internship and employment opportunities for youth and young adults.
- Track, document, and report employer engagement in statewide database
- Assist schools and/or educational partners in the identification of employer sites for student internships, student job shadows, and teacher externships.
- Work with a caseload of school partners and nonprofit program providers to provide direct services to youth and administrative support to subrecipient partners
- Work with youth, both individually and in groups, to develop job preparation skills, such as labor market research, resume writing, and interviewing skills.



METRO NORTH WORKFORCE BOARD

186 Alewife Brook Parkway, #216
Cambridge, MA 02138
617.864.1500

- Facilitate workshops to various audiences including schools, vendors, and youth groups. Topics may include work readiness, leadership, life skills, and other career-related skills.
- Conduct intake and assessment interviews with referred youth. Maintain ongoing contact with program participants and monitor progress toward completion of program requirements, providing individualized support as needed, including resource and referrals.
- Maintain timely and accurate records, case files, and database entries.
- Assist the Senior Director of Youth Programs in preparing reports as needed.
- Attend all meetings and trainings deemed necessary by the Senior Director of Youth Programs.
- Organize conferences, workshops, and events, in collaboration with school and community partners.
- The ability to travel, mostly within state.

DESIRED SKILLS/KNOWLEDGE/ABILITIES/COMPETENCIES:

- Experience in employer engagement
- Excellent organizational skills
- Creative, problem-solving thinker
- Ability to manage multiple projects/tasks simultaneously
- Ability to work both independently as well as a member of a team
- Excellent written and oral communication skills
- Ability to provide culturally competent, trauma-informed services to diverse youth
- Ability to develop new partnerships and strengthen existing ones
- Demonstrated commitment to diversity, equity, inclusion and belonging
- Preferred language skills: Spanish, Portuguese, or Haitian Creole

EDUCATION/EXPERIENCE:

Any combination of education and experience demonstrating sufficient competency to fulfill position duties and responsibilities.

SALARY AND BENEFITS:

Starting salary \$51,000-\$56,100 per year. Excellent benefits including health care, dental, life insurance, short-term and long-term disability, 403(b) retirement plan, holiday, sick and vacation time, parental leave, and flexible work arrangements.

TO APPLY:

Send resume and cover letter outlining your experience and interest to hr@MassHireMetroNorth.org.
No telephone calls please. Open until filled.



METRO NORTH WORKFORCE BOARD

186 Alewife Brook Parkway, #216
Cambridge, MA 02138
617.864.1500

The MassHire Metro North Workforce Board values equity, justice, and opportunity and is proud to be an equal opportunity employer. As an organization which serves many communities of job seekers and employers, we are a diverse and inclusive workplace committed to reflecting these communities. We encourage culturally competent, qualified candidates of diverse backgrounds to apply.