



Board of Director Meeting
Thursday, September 9, 2021; 8:00AM -9:15AM

Register in advance for this meeting:
[https://us02web.zoom.us/meeting/register/tZiOd-uopzotE9A8ShuZgS5_PeWB2MI-GjMn](https://us02web.zoom.us/join/zoom/register/tZiOd-uopzotE9A8ShuZgS5_PeWB2MI-GjMn)

After registering, you will receive a confirmation email containing information about joining the meeting.

AGENDA

Call to Order

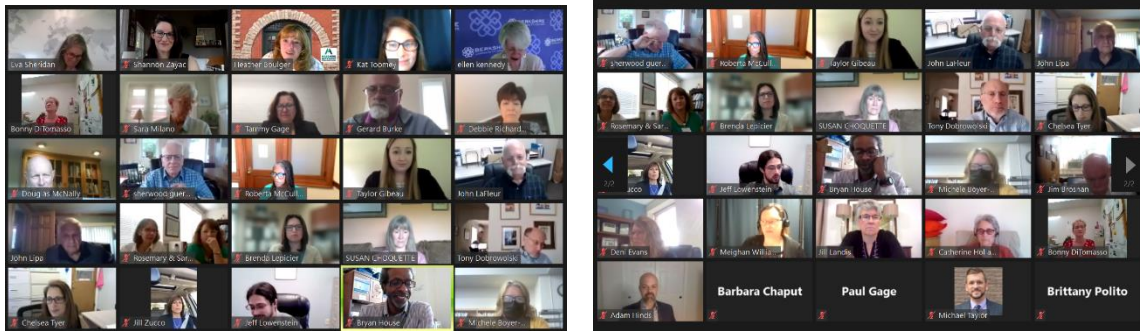
Eva Sheridan, President/Chair

- I. Consent Agenda** (5 minutes)
- A. Minutes of June 10, 2021 meeting
 - B. FY2021 Audit
 - C. FY2022 Financial report
 - D. Youth Director Report
 - E. MassHire Berkshire Career Center Report
 - Removed from consent agenda
 - F. Individual Training Account
- II. Announcements/Communications** (5 minutes)
- *Next BCREB Board meeting, Thursday, December 9, 2021 at 8:00 AM*
 - *Committee meetings* will be announced
 - *Communications*
- III. New Business** (10 minutes)
- **FY2022 WIOA Plan**
 - **Connecting Activities FY22 Allocations** (vote)
- IV. Program Updates** (20 minutes)
- Healthcare Initiatives**, Shannon Zayac
 - Summer Programs**, Kat Toomey
 - Connecting Activities**, Heather Williams
- V. Strategic Discussion** (15 minutes)
- **FY 2022 Workforce Strategy**
 - **Workforce/Business/Economic Trends**
 - Open Discussion
- VI. Adjournment**

City and Town Clerks: Please post this notice pursuant to M.G.L., Chapter 39, Section 23B



Board of Directors Meeting – Thursday, June 10, 2021
Via: Zoom (remote platform)



Attendees

	R. Adams	✓	C. Hollaway		B. Morrison		Staff:
✓	J. Brosnan	✓	B. House	✓	B. Petropulos	✓	H. Boulger
✓	J. Burke	*P	A. Ingegni		R. Recker	✓	K. Toomey
	J. Butler	*P	R. Keegan	✓	E. Sheridan	✓	H. Williams
✓	B. Chaput	✓	E. Kennedy	✓	M. Taylor	✓	S. Zayac
*	E. Dellea		S. Kinstle	✓	C. Tyer	✓	S. Milano
✓	B. DiTomasso	✓	B. Lepicier		B. Waternan		Guests:
✓	D. Evans	✓	J. Lipa			✓	D. Richardson, R. McLaughlin, S. Miller, S. Choquette, J Zucco, J Landis
✓	P. Gage	✓	J. Lowenstein			✓	Sherwood Guernsey, FCCW
✓	T. Gage	✓	D. McNally		P – proxy vote	✓	Michele Boyer-Vivori
	L. Harrison	✓P	K. Messina (Meighan Williams)		*excused absence	✓	Taylor Gibeau, ACB
						✓	Tony Dobrowlowski, Berk Eagle
✓	Senator Hinds	✓	Roberta McCulloch-Dews	✓	Brittany Polito, iBerkshires	✓	John Lafleur, LTI

Order suspending certain provisions of the Open Meeting Law and Governor’s Order of limiting meetings of more than 10 people: Pursuant to Governor Baker’s March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor’s March 23 and 31, 2020 Order imposing strict limitation on the number of people that may gather in one place, this meeting of the Berkshire Workforce Board will be conducted via remote participation to the greatest extent possible. Specific information and the general guidelines for remote participation by members of the public and/or parties with a right and/or requirement to attend this meeting can be found on the Berkshire Workforce Board’s website, at <http://www.massshireberkshire.com>. Board members were asked to sign into the chat.

Call to Order:

President Eva Sheridan opened the meeting at 8:02AM by welcoming everyone to the remote meeting and assuring a quorum (19 members). Today’s meeting will celebrate our successes, honor workforce professionals, and help to set the stage for future success.

I. Consent Agenda

President Sheridan asked if there were any agenda items that needed to be removed from the consent agenda.

- A. Recommendation to approve the Minutes of the March 11, 2021 Board of Director meeting.
- B. Recommendation to approve the YTD FY2021 Financial Statement reflecting \$748,019 income; \$666,022 expenses; showing net surplus of \$81,997. There is \$110,420K in checking; \$75K in money market; \$79,982 in Accounts Receivable, and \$548 in savings.
- C. Recommendation to approve 3 programs from 2 vendors on the Individual Training Account list.

- D. Recommendation to approve Juneteenth (June 19th) as a paid legal holiday for BCREB staff and Berkshire Career Center staff consistent with M.G.L. Chapter 4, Section 7, Clause 18.
- E. Recommendation to approve the FY2022 Budget which reflects new contracts, 2% increase in salaries, 403B budget at 6%, and income of \$814,000; expenses of \$800,060; with a net surplus of \$8,000.
- F. Recommendation to approve the FY22 WIOA Plan summary reflecting \$65K be provided to BWB, overall increase of 8% from FY21, office hours, and 30-day public comment on www.masshireberkshire.com website.
- G. Recommendation to approve the 4-year WIOA plan which will be posted on www.masshireberkshire.com website by June 23rd, 2021 to allow for 30-day public comment period.
- H. Recommendation to approve the WIOA Partner MOU FY22-25 signed by our 19 partners.
- I. Recommendation to approve the FY22 WIOA Youth provider Berkshire Training & Employment, Inc. of \$194,284 to serve a minimum of 32 youth and Framework/Admin costs of \$111,312 totaling \$339,551.
- J. Recommendation to approve the MassHire Berkshire Career Center Report through 4/30/21 serving 390 employers and 1,995 job seekers. Including the Return to Work plan of professional development for staff on June 24th; staff return on staggered schedule on July 12th; customer by appointment only on August 2nd; and open to the public on September 7th.
- K. Recommendation to approve the Youth Director Report reflecting 234 internships with 133 employers; 19 Career Awareness activities serving 1100 students; 16 Career Exploration service 138 students; 10 teacher externships; Virtual Career Week; and summer programming
- L. Recommendation to approve the FY2022 rental no-increase cost of \$21,252/annual to 1Berkshire.

A motion was made by Doug McNally to approve the consent agenda items, seconded by Bonny DiTomasso, and the motion carried.

II. Announcements/Communications

- **Quarterly Board meeting – September 9, 2021 at 8AM**
- **Executive Committee – August 11, 2021 at 8AM**
- **Evaluation Committee & Youth Council will be monitoring summer programs**
- ▶ Received initial Board and Career Center certification from EOLWD
- ▶ Thank you from Taconic High School’s Allied Health participants for covering their CNA test costs

Executive Director report – The BWB pandemic response assisted 662 employers and the Career Center assisted 2,657 job seekers. Board participation jumped to 80%! The Berkshire Skills Cabinet convened and started career pathways and critical sector training in manufacturing, healthcare and hospitality. Provided data to 120 organizations generating \$1.6M in new resources. College/Career Readiness opportunities provided 234 high school internships; 3,174 students K-12 career awareness and exploration activities and summer programming is underway. The Return to Work for BWB staff will be June 28th with 4 days/week in the office. Rapid reemployment and career technical initiative efforts are underway to help companies obtain the necessary labor force to thrive. FY2022 priorities include refining BWB strategic plan; establish creative marketing strategies to ensure companies have the workers they need; gear up for summer programming; and strengthening private sector Board membership.

Kat Toomey provided an overview of BWB high school interns Nick from Taconic High School and Talia from Mt. Greylock who assisted with labor market information, research & development, social media and video editing, and resource mapping in assistance with the virtual career event. A summary video by the interns was presented.

III. FY22 Nomination Committee – On behalf of the Nomination Committee, Ellen Kennedy reported that the following Board of Directors terms are up for appointment for 2021-2023 term:

- *Jonathan Butler*, 1Berkshire
- *Barbara Chaput*, Massachusetts College of Liberal Arts
- *Bonny DiTomasso*, Elder Services
- *Deni Evans*, Dept. of Transitional Assistance
- *Paul Gage*, Adult Learning Center

- *Tammy Gage*, Pittsfield Public Schools
- *Bryan House*, Berkshire District Attorney Office
- *TBD*, Miraval/Cranwell
- *Doug McNally*, Frost Hollow Associates
- *Brian Morrison*, Central Berkshire Labor Council
- *Beth Petropulos*, Mountain One
- *Eva Sheridan*, Boyd Technologies

Current vacancies in hospitality, retail, and real estate. At 56% private sector. ***A motion to approve the 2-year terms was made by Bonnie DiTomasso, seconded by Deni Evans and unanimously approved.***

The Nomination Committee is recommending the following Youth Council members for reappointment:

- Bryan House, Berkshire District Attorney’s Office
- Kathy Yon, Pittsfield School Committee
- Doug McNally, Frost Hollow Associates
- Becky Recker, Unistress

No resignations or current vacancies. ***A motion to approve the 2-year terms was made by Tammy Gage, seconded by Bonnie DiTomasso and unanimously carried.***

Nominations for FY22 offers was solicited and the Nomination Committee is recommending the following slate of officers for FY2022:

- | | |
|-------------------------------|---|
| • <u>President:</u> | Eva Sheridan , Boyd Technologies |
| • <u>Vice President:</u> | Albert A. Ingegni, III , Berkshire Health Care Systems |
| • <u>Vice President:</u> | Michael Taylor , City of Pittsfield |
| • <u>Treasurer:</u> | James Brosnan , No. Berkshire Vocational School District |
| • <u>Youth Council Chair:</u> | Doug McNally , FrostHollow Associates |
| • <u>Secretary:</u> | Chelsea Tyer , Neenah, Inc. |
| • <u>At-Large:</u> | Vacant |

A motion to approve the slate of officers as presented was made by Ellen Kennedy, seconded by Bryan House, and unanimously approved. Ellen Kennedy thanked the current officers and paid tribute to Bob Keegan from Crescent Creamery for his time and commitment to being an officer. Private sector leaders are encouraged to step into leadership roles and solicit new private sector members!

IV. Annual Business

President Sheridan noted that she has transitioned from Main Street Hospitality to Boyd Technology and is eager to continue with our workforce efforts. As part of annual business, Board members will receive an email asking to complete the conflict of interest form (if not already on file). The BWB has a strong Diversity statement in our programming to ensure inclusivity in our Board membership, staffing, programming and for our customers.

The FY22 Board schedule will be the following Thursdays at 8AM (likely hybrid):

- September 9, 2021 December 9, 2021
- March 10, 2022 June 9, 2022 Annual Meeting

The Executive Director noted the 14 holidays in which the BWB Offices will be closed.

V. CEO Comments, Annual Awards

On behalf of CEO Mayor Tyer, City of Pittsfield’s Communication Director Roberta McCulloch-Dews provided recognition and thank yous to the Board, staff and partners for continuing the critical workforce programming to help our employers, job seekers and youth with their employment and training needs during the pandemic. Although it was challenging to attract trainees, much work was accomplished. Roberta noted the City of Pittsfield’s COVID economy recover pipeline of \$682K supported 9 companies and they are still accepting applications. Although it has been a difficult year, the City of Pittsfield is feeling hopeful as businesses are reopening and are appreciative that catalyst organization like the BWB are helping companies with their workforce needs. Roberta also announced a \$225K healthcare grant through the BWB and offered her congratulations to today’s awardees.

Annual Workforce Impact Awards are presented yearly to dynamic and dedicated individuals and to innovative and engaged companies. The work that we do as a Board impacts hundreds of companies and thousands of job seekers, incumbent workers, career changers and youth. It couldn't be done without the engagement of our community. The 2021 awards include:

- Heather Williams highlighted the 2021 Youth Champion - **Taylor Gibeau**, Adams Community Bank – for assistance in planning, igniting and participating in the first Virtual Career Week for area students and engaging employers in submitting videos for our career readiness library.
- Shannon Zayac recognized the 2021 Employer of the Year – **Berkshire Health Care Systems, Sarah Miller & Susan Choquette** – for establishing a new blended hybrid nursing assistant program during a global pandemic to help get people back to work while keeping their residents, staff and students safe.
- Sara Milano honored the 2021 Employer of the Year – **LTI Smart Glass**, Christopher Kapiloff & John Lafleur – for being a strong supporters of our manufacturing initiatives and for providing on-the-job training opportunities to get people back to work.
- Heather Williams recognized the 2021 Youth Ambassador – **Sherwood Guernsey**, First Congregational Church of Williamstown – for igniting and supporting the North County YouthWorks program for the past 7 years which has made a significant difference in the lives of area youth.
- Heather Boulger honored the 2021 Workforce Ambassador – **Tony Dobrowolski**, Berkshire Eagle – for his continued advocacy of workforce items and for demonstrating strong civic value in community journalism with integrity, honesty and fairness.

The awardees thanked the BWB for their recognition.

Senator Hinds congratulated the awardees and thanked them for leading the charge to make things happen which helps to change people's lives. He applauded the BWB efforts before the pandemic and noted that they are critical now more than ever. The Senator highlighted the encouraging news of the April unemployment rate of 7.1% and noted his and the Senate's commitment in the budget to support Connecting Activities, the Workforce Competitiveness Trust Fund, Career Pathways and YouthWorks as part of critical reemployment efforts. The pandemic showed us how vulnerable we can be, how resilient we are, and the need to rethink what works and adapt what did not. The Senator applauded the awardees with their responsive, creative and inspirational efforts, and thanked the Board, McCann, BCC and others for their job training and workforce efforts. Heather Boulger thanked the Senator for his continued support, congratulated him on the birth of his son, and wished him a happy birthday!

VI. Strategic Discussion

President Sheridan noted that employers are struggling to find workers due to a variety of reasons and highlighted the 2,989 Berkshire job openings on Job Quest. Board members were asked if there were any industry challenges.

- Bonny DiTomasso from Elder Services indicated the significant need for home healthcare workers. Heather Boulger noted that home health aid certification is part of the nursing assistant training.
- MassHire System working on Road to Reemployment to help job seekers return to work and to help companies obtain a workforce

VII. Adjournment

Eva Sheridan noted that the next meeting of the full Board of Directors will be September 9th, 2021 and thanked Senator Hinds, Roberta McCulloch-Dews, guests and Board members for their participation. With no further business to discuss, *a motion to adjourn was made by Doug McNally, seconded by John Lipa, and unanimously approved.* Meeting closed at 9:02AM.

Respectfully submitted,
Chelsea Tyer, Secretary
HPB

FY2022 Year to Date Financials

	Jul - Sep 21	Oct - Dec 21	Jan - Mar 22	Apr - Jun 22	FY22 YTD	% of Budget	Annual Budget
Income							
4002 - Admin	2,284.05				2,284.05	100%	2,284.05
4010 - MassHire Berkshire Career Center	5,949.42				5,949.42	9%	65,000.00
4020 - EOLWD					0.00	0%	75,000.00
4021- Regional Skills					0.00	0%	30,000.00
4024 - Berkshire Taconic	10,000.00				10,000.00	100%	10,000.00
4026 - Market Maker					0.00	0%	25,000.00
4030 - Connecting Activities					0.00	0%	289,000.00
4045 - Mfg					0.00	0%	0.00
4046 - Mfg Bridge	752.25				752.25	0%	13,800.00
4055- Jobs4Youth					0.00	0%	25,000.00
4058- HealthHub2	1,113.51				1,113.51	1%	113,000.00
4061 - WCTF Health Care Grant	1,014.25				1,014.25	1%	90,000.00
4070 - Youth Council					0.00	0%	20,000.00
4100 - Interest Income					0.00	0%	0.00
Total Income	21,113.48	0.00	0.00	0.00	21,113.48	3%	758,084.05
Gross Profit							
						3%	758,084.05
Expense							
5000 - Payroll Expenses - Salary	33,553.80				33,553.80	12%	291,000.00
5100 - Payroll Taxes	2,794.79				2,794.79	10%	29,100.00
5110 - 403(B) Plan					0.00	0%	17,460.00
5120 - Health Insurance	5,175.96				5,175.96	26%	20,000.00
5125 - Dental Insurance	905.34				905.34	23%	4,000.00
5130 - LTD STD Vision insurance	508.23				508.23	13%	4,000.00
5175 - Staff Development					0.00	0%	4,000.00
5200 - Office Supplies	517.01				517.01	13%	4,000.00
5280 - Contract Services - (Skills)					0.00	0%	20,000.00
5289 - Career Readiness	8,750.00				8,750.00	88%	10,000.00
5290 - Teacher Externships					0.00	0%	10,000.00
5292 - Educational Award					0.00	0%	10,000.00
5294 - Youth Support					0.00	0%	10,000.00
5500 - CA/UW Sub-Contractors (BART,Drury,Hoosac,Lee,McCann,Mt. Mtn,Mt.Everett,Pittsfield,Taconic,WRHS)					0.00	0%	65,000.00
5600 - Jobs 4Youth (BCAC, BTEP,BCC)					0.00	0%	20,000.00
5800 - WCTF Healthcare	973.65				973.65	2%	60,000.00
5802 - HealthHub2					0.00	0%	80,000.00
5900 - Mfg. Grant					0.00	0%	0.00
6000 - Business Expenses (Acctng,Fees,Mktg)	2,032.60				2,032.60	14%	15,000.00
6025 - Facilities and Equipment (Maint,Equip,Parking,Rent)	7,424.74				7,424.74	25%	30,000.00
6050 - Operations (Postage,Telephone)	196.75				196.75	20%	1,000.00
6075 - Other Types of Expenses (Insurance)	520.00				520.00	7%	7,500.00
7000 - Travel and Meetings	757.08				757.08	9%	8,000.00
8000 - Administrative	420.53				420.53	0%	0.00
Total Expense	64,530.48	0.00	0.00	0.00	64,530.48	9%	720,060.00
Net Income	-43,417.00	0.00	0.00	0.00	-43,417.00		38,024.05
1025 - Checking	24,518.75						
1040 - Money Market	75,946.53						
1050 - Savings	548.58						
1075 - Accounts Receivable	96,659.09						
	197,672.95						

As of 8/31/21

**Board of Director's Meeting
September 9, 2021**

**Youth Director Report
June – September 2021**

➤ **Summer Youth Works Programming**

North County Summer Youth Works



- Ten North County high school students successfully completed their summer work experiences on August 5, 2021 as participants in the 7th annual North County Summer Youth Works Program!
- Funded by the First Congregational Church of Williamstown and MountainOne, these ten young adults spent the past six weeks participating in safe, work-and-learning and community service activities including:
 - employability skill and cultural awareness training at Hoosac Valley High School,
 - planting & harvesting the Drury High School gardens for donations to the Berkshire Food Project with Jen Munoz (Growing Healthy Garden Program Director)
 - Environmental & Social Justice training with Leslie Svilokos and Aretha Whitehead from Greenagers, Inc.
 - weekly field trips to engage in community-service learning throughout the region at April Hill Farm/Greenagers, The Brien Center, Berkshire County House of Correction Aquaponics Lab, UNO Community Center and Many Forks Farm.
- Many thanks to MassHire Berkshire Career Center for providing the payroll and liability coverage to participants!
- For their final projects, the youth participants developed Public Service Announcements for Greenagers Inc., North Adams Growing Healthy Garden Program and the Berkshire House of Correction's Aquaponics Lab.
- A celebration to honor the youth participants was held at Hoosac Valley High School on August 5, 2021.
- **Please visit the MassHire Berkshire Workforce Board Facebook and Instagram pages to view the youth participants' profiles, pictures from their work this summer and their PSA's!**

<https://www.facebook.com/BerkshireCountyRegionalEmploymentBoardInc>
<https://www.instagram.com/berkshireworkforceboard/>

➤ **Pittsfield Summer Youth Works Programming**

Three tiers of summer programming. Funded by the state (Commonwealth Corporation). Youth need to meet income eligibility to participate:

Tier One -Service and Project Based Learning for Youth who are 14 and 15!

- 3 North County youth enrolled in a *Hybrid* Service-Learning Gardening Program (see above!)
- 10 additional participants took part in a *Virtual* Health and Wellness Project Based Learning experience

Tier Two- Early and Career Trajectory Employment Experiences for Youth Ages 16-21!

- 5 On-site work placements including landscaping, administrative, food prep, coaching, and customer service
- 12 Additional youth were placed in *Virtual* Social Media Project Based Learning Opportunities

Tier Three - Career Pathway Training and Support for 20+ Youth Ages 17-21

- 20 Hours a Week
- FREE College Courses Offered: Business Skills, Entrepreneurship, Introduction to Healthcare, Teaching Strategies for Younger Students, and Web Design
- Meet with local professionals in the field
- Workplace visits and Job Shadows

➤ **Berkshire Museum High School Summer Internships**

Funded by the Berkshire Taconic Community Foundation

Katarena Castagna, 10th grader at PHS:

“This summer in my internship at the Berkshire Museum summer camp, I really learned a lot. I strengthened many different skills such as attendance and punctuality, motivation and initiative, leadership, communication, and child development... I’m also very lucky because I got the opportunity to stay connected with the Berkshire Museum. I was actually hired to help with the rest of the summer camp after this internship ended. In addition, I was asked about working with the museum during the school year by helping with birthday parties on weekends! I can’t wait to see what other opportunities pop up so I can stay connected with the Berkshire Museum.”

Vraj Shah, 11th grader at PHS:

“This internship has supported me in a great way by its overall development in me. This job has opened my windows for my future success and my dedication. I have learned how to communicate and how to treat kids with respect by this terrific program. I also have strengthened my leadership skills and my directions... I also would love to have a job/Internship just like this because of the overall learning aspect behind it. The assistant internship for me is great and would

like to continue this in the future. In my opinion the internship should've gone longer instead of 6 weeks because of the enjoyment and creativity behind this. I will love the museum forever.”

➤ **Connecting Activities FY22**

• **FY22 Goals/Priorities: MyCap / College & Career Planning, College & Career Teams, Career Readiness Model Expansion & Innovation College & Career Pathways**

- FY22 Connecting Activities Funds totaling \$326,630 (\$289,650 in FY21). Additional funds in FY22 will be prioritized for Employer Engagement, Innovation Pathways expansion and support and overall expansion of partnering school/districts' Career Readiness Models (including high focus on College & Career Planning)
- Youth Director & Youth Program Specialist are meeting with all partnering school districts in September-October 2021 to set the stage for the year. Priority areas include:
 - MyCap / College & Career Planning - developing / expanding upon College & Career Teams, College & Career Planning beginning in 6th grade, expansion of awareness, exploration and immersion activities – create a system! Critical sectors!
 - County-Wide Professional Development Day – BWB Youth Director providing a MyCap Workshop at Hoosac Valley High School for regional teachers and BWB Youth Program Specialist providing a session for local employers on establishing enriching internship opportunities
 - College & Career Pathway development – Innovation Pathway development relating to region's critical sectors; additional state funding available for existing (Monument) and emerging (Lenox, others) IP districts
 - Teacher Externship promotion, Employer Engagement support and Increasing Equity within Career Development Education & overall Career Readiness Model expansion
- South County College & Career Pathway / MyCap Work (supported by Berkshire Taconic Community Foundation)

Lenox Middle & High School

- Tara Romeo, Pam Murray and Amy Higgins have developed a Healthcare & Human Services College & Career Pathway that will launch in March 2022. They have applied for DESE Innovation Pathway designation (initial application round in June 2021 and are awaiting approval to submit application for round two due at the end of October 2021).
- Tara, Pam and Amy are also beginning to develop a Business / Finance Pathway that they have also applied for. Goal is for once students exit 9th grade (having had strategies since grade 6) they choose their pathway to enroll in!

- Lenox has initiated partnerships with Berkshire Healthcare Systems (Kimball Farms) who will be providing free Certified Nursing Assistant and Resident Assistant training for students in the Healthcare Pathway! A partnership has also been established with Berkshire Health Systems for internships, trainings and career readiness activities for students – Brooke Kamienski, Science Department Head, will be teaching the required high school and dual enrollment (college) courses within the pathway and recently completed a summer externship experience with BHS to learn about all of the department’s needs, required skills and is arranging internship and career readiness opportunities. Tara & BWB are currently working on BMC’s new Medical Assisting Program serving as an additional articulated course within the pathway. Also working on developing ‘building block’ training opportunities for younger youth – i.e. Personal Care Assistant Training – PCA’s can start at age 14!
- A partnership has also been established with Miraval through another summer teacher externship opportunity that Heather McNeice participated in. Heather is the new Strategies for Success teacher at Lenox (20+ years teaching experience; Business, at Taconic High School). Heather will be providing career awareness and exploration classes (including work readiness, resume writing, interviewing skills, dress-for-success, etc.) and College & Career Planning to all students in grades 6-9. She is also teaching the Intro to Business & Marketing Class that will serve as the foundational course for the Business / Finance Pathway once it is off the ground. Her experience at Miraval gave her great insight into the workforce needs and skills required within a large business (especially with social media marketing) and all of the departments have expressed interest in providing an array of career readiness & employment opportunities to students in the pathway! A great partner employer – cuts across Healthcare, Hospitality & Business!

Lee Middle & High School

- Dan Korte and Shannon Clark are developing a Building Trades Pathway. Greenagers is a partner! Priorities in FY22 include:
 - Schedule progress/career planning check-in meetings at specific times throughout the school year for carpentry students - meetings could include career coaching, academic check-ins, etc.
 - Develop an application process for carpentry students
 - Develop a formal list with contact information of employers willing to support internships, job shadows, etc.
 - Schedule guest speakers who work in the field to come in and speak/work with to the carpentry students
 - Have advanced carpentry students meet with prospective MS students to discuss/share their experience with the program
- Dan in contact with Sharon Terry from the Lee Youth Association to secure a Spring 2022 date for their career fair and is planning a formal lesson plan for a Naviance college/career planning activity for juniors.
- Will be working with the BWB this year to develop a College & Career Team – enhance Career Readiness model and build upon career awareness, exploration and immersion system

Monument Mt. Regional High School

- Sean Flynn continuing to expand upon their existing Innovation Pathways in Healthcare & Advanced Manufacturing – has also created additional pathways within the following sectors Auto Tech/Construction, Horticulture/Environmental, Early Childhood Ed / Education, Building Trades, Computer Science, Medical Care (IP), Engineering / Advanced Manufacturing (IP), Business/Finance, Art & Design, Humanities/Liberal Arts, Advanced STEM & Performing Arts / Communications
<https://sites.google.com/bhrsd.org/cvte/career-pathways?authuser=0>
- Internship Coordinator, Heather Boyko, has developed an internship syllabus that will be embedded into Canvas. She has also developed an internship portfolio (will capture the CR components of MyCap – College & Career Plans) that students will maintain via google drive (may be embedded into Canvas as well)
- All seniors will do an internship! Will participate in monthly seminars – first will focus on their WBL Plan development with Heather & Kat on 9/22 – all students will be developing their employability skills with a hard focus on Communication, Problem-Solving and Self Direction.
- Marcie Velasco (guidance counselor) worked with Sean to develop a series of career awareness & exploration activities for students in grades 9-11 – these activities will directly play into the students’ career development as documented in their MyCap
- Tom Roy, CVTE Coordinator, participated in a summer externship opportunity with Berkshire South Regional Center, to learn more about the workforce needs of the non-profit & educational arenas
- Monument Recently awarded Skills Capital Grant funds by Governor Baker’s Workforce Skills Cabinet!

Mt. Everett Regional High School

- Prioritizing refining their internship model & College & Career Planning (using Naviance). Currently developing the lessons for the grade level seminars guidance run. Each grade will have 6 lessons at 30-minutes with guidance during different grading terms. There will be on going lessons and tasks for students over the course of the year as well with great in person work with midsized groups. Dawn – developing MyCap Scope & Sequence for grades 6-9; other counselor developing for grades 10-12.

Link to Mt. Everett’s draft MyCap proposal for grades 10-12:

https://docs.google.com/document/d/1AK_XYaaZDdROo50aDjA3o14KA7p3OF7r/edit?usp=sharing&ouid=114633143146383843168&rtpof=true&sd=true

- Prioritizing researching capacity to develop Innovation Pathways for implementation in next two years



In Person Services by Appointment Only

Beginning August 2, 2021

UI	WIOA/DTA	Resource Room	Veteran	WIOA Youth
13	8	22	4	6

All services continue to be provided virtually as shown on the Career Center Activity Report

All staff reporting to the Career Center on September 7th for appointment only, in person services. Virtual Services to continue.

Career Center will be fully open to the public on October 4th.

Statewide Job Fair

Week of August 16 -20th

The entire event had 1,693 Employers

17,217 jobseekers

1,200 resumes were shared

1,387,327 individual employer booth visits

MASSHIRE BERKSHIRE CAREER CENTER			
FISCAL YEAR 2022 THROUGH JULY 31 2021			
BUSINESS SERVICES			
Category	Fiscal Year Plan	Year To Date	Notes
Total businesses served	490	560	
New to Career Center	245	21	not served previously
Repeat Businesses	245	539	served in prior fiscal year
Total Businesses Receiving Enhanced Services	N/A	101	
New to Career Center	N/A	14	
Businesses listing job orders	353	91	
Businesses receiving job seeker referral	95	11	direct referral
Job seeker referrals hired	N/A	1	
Business Information and Incentives	N/A	5	
Education and Training	N/A	0	
Labor Market Information	N/A	1	
Number of recruitments	N/A	2	
Marketing and outreach activities	N/A	556	
ADULT PROGRAMS AND SERVICES			
Category	Fiscal Year Plan	Year To Date	
Total job seeker visits to Career Center	N/A	149	includes duplicate visits
Total job seekers served	3700	383	non-duplicated
Job seekers unemployed	3500	373	
Job seekers with disabilities	150	31	
UI claimants	2100	204	
Total veterans served	185	41	non-duplicated
Number of veterans job placed	N/A	0	
Total WIOA Dislocated Workers served	59	11	includes carry-ins
Workers trained	45	10	includes carry-ins

Workers job placed	39	0	includes carry-ins
Average hourly wage	\$17.00	N/A	
Total WIOA Disadvantaged Adults served	41	3	includes carry-ins
Adults trained	26	2	includes carry-ins
Adults job placed	21	0	includes carry-ins
Average hourly wage	\$14.50	N/A	
Total number of job seeker workshops	N/A	229	includes CCS
Number of job seekers attending	N/A	391	includes CCS
<u>YOUTH PROGRAMS AND SERVICES</u>			
Category	Fiscal Year Plan	Year To Date	Notes
Total number of youth served	N/A	115	non-duplicated
WIOA out of school youth served	60	12	includes carry-ins
Number of High School/HiSET credentials	38	3	includes carry-ins
Number entering training/employment/college	35	0	includes carry-ins
Number of Work Readiness Trainings	12	1	
Number of youth attending	N/A	4	
Youth Works Summer	N/A	58	
*PLEASE NOTE PLANNED NUMBERS FOR FISCAL YEAR 2022 HAVE NOT BEEN ADJUSTED TO DATE			