



Board of Directors Meeting – December 8, 2022
Via: Zoom (remote platform)



Attendees

✓	D. Bissaillon	✓	L. Harrison		B. Petropulos		Staff:
*	M. Blake	✓	B. House	✓	E. Sheridan	✓	H. Boulger
✓	J. Brosnan	✓	A. Ingegna		M. Sweet	✓	K. Toomey
	J. Butler	✓	R. Keegan	✓	C. Smith	✓	H. Williams
*	B. Chaput	✓	K. Kelly	✓	M. Taylor	✓	S. Milano
✓	E. Dellea	*	E. Kennedy	✓	C. Tyer	✓	P. Mattingly
✓	P. Euber	✓	D. McNally	✓	B. Waterman		
✓	D. Evans	✓	K. Messina				Guests:
✓	P. Gage	✓	D. Moresi			✓	M. Gelaznik, MHBCC
*	T. Gage		B. Morrison		*excused absence	✓	Maya Bonatz, MCLA

Order suspending certain provisions of the Open Meeting Law and Governor’s Order continued through April 2023

I. Call to Order:

President Eva Sheridan opened the meeting at 8:00AM by welcoming everyone to the remote meeting and assuring a quorum. The meeting will be recorded, please enter name and affiliation into the chat box to officially sign in. Eva noted that Board participation remains high with virtual meetings and the March 2023 meeting will be remote while the annual meeting in June will be in person.

Consent Agenda

President Sheridan asked if there were any agenda items that needed to be removed from the consent agenda. The Individual Training Accounts recommendation needs to be removed.

- A. *Recommendation to approve Minutes of September 8, 2022*
- B. *Recommendation to approve YTD Financial Statement reflecting \$496,572 revenue; \$391,141 expenses; \$105,430 net surplus; \$125K checking; \$76K money market; \$44K accounts receivable.*

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

The Executive Director presented the Individual Training Account recommendations from 5 providers and 5 programs. ***A motion to approve the ITAs was made by Doug McNally, seconded by Bryan House, and carried. James Brosnan abstained.***

Health Insurance benefits for 2023 were presented. Currently at \$619/Employee only; \$1,764/Family with the BCREB paying 80% and \$1500 towards deductible. The Proposed renewal BCBS HMO NE \$2000 would be \$660/Employee (1); and \$1,882/Family (2) which is a 6% increase. President Sheridan noted that this is really good

as most plans increased by double digits. ***A motion to approve the BCBS renewal was made by Gene Dellea, seconded by Bryan House, and unanimously carried.***

Guardian benefits for 2023 were also presented which includes dental (\$6,326), vision (\$366), short-term disability (\$546), long-term disability (\$1017, and basic life (\$786) of which BCREB pays 100%. ***A motion was made by Jim Brosnan to approve, seconded by Doug McNally, and unanimously approved.***

II. Announcements/Communications

The Executive Director announced the following meetings:

- ▶ *BWB Offices closed December 23rd & 26th, & January 2nd*
- ▶ *Quarterly Board meeting – March 9th at 8AM via zoom*
- ▶ *Evaluation Committee – December 15th at 8AM*
- ▶ *Executive Committee – January 11th at 8AM*
- ▶ *WIOA Partners – January 11th at 1PM*
- ▶ *Youth Council – February 2nd at 9AM*
- ▶ *Employer Roundtables – December 14th 8AM MountainOne North Adams*

Communications included new grants and upcoming funding opportunities:

- ▶ Kat Toomey received 40 Under Forty award presented by Berkshire Community College
- ▶ Heather Williams & Kat Toomey selected as Finalists for Living MassHire
- ▶ Thank you from MCLA for assistance with STEM week
- ▶ Thank you from Flying Cloud Institute for STEAM Challenge night sponsorship

Request for Qualifications (RFQ) issued:

- Manufacturing RFQ for 2023 Training and responses were due 11/30/22.
 - Northern Berkshire Vocational School submitted response
 - Berkshire Innovation Center submitted response
- BCREB Space RFQ
 - David Moresi reported the lease expires April 2023
 - Seeking 2500-3000 sf – 5 offices, conference room, supply and storage
 - ADA compliant & signage
 - Accepting proposals through 12/30/22
 - Interest from several organizations and site visits occurring in December/January

III. Program Updates

Mass Workforce Association Vision for Healey-Driscoll Administration - sets out our vision and recommendations for the incoming Healey-Driscoll Administration and the 2023-2024 Legislative Session.

- We seek to create a nation-leading and forward-thinking workforce system. Such a system would be: regionally-led and employer-driven, inclusive and equitable, innovative and agile, data driven, and well-aligned with other state systems.
- Our recommendations, which are explained in more detail in the attached report include:
 - (1) investing in modern data systems;
 - (2) making workforce data public and accessible;
 - (3) prioritizing collaboration between local and state-level parts of the system; and
 - (4) establishing two new workforce funds to support capacity and innovation.

Executive Director Update

- Assisted 28 companies since July with recruitment, retention and training
- Partnering with Berkshire Innovation Center and Berkshire Black Economic Council on marketing
- Promoted STEM, STEAM; Disability month; Older Worker week; Women’s Small Business month

- Presentations at MassForward event & participation in statewide meetings
- Welcome new Office Executive Jacqueline Maslanka from Molari
- Kat Toomey is welcoming another high school intern from Lenox High School

Healthcare Training – Heather Boulger highlighted the current health grants:

- Healthcare Hubs – Completed 2 nursing assistant trainings graduating 14 (60% placement); provided 3 medical assistant training graduating 35 trainees (100% placement); and 1st/4 BHS/MCLA CNAs training graduating 6 (70% placement). Grant ends in June 2023.
- Workforce Competitiveness Trust Fund – received \$500K for July 2022 – September 2024 grant. 11 trainings with Berkshire Health Systems (paid OJT) and 7 trainings with Berkshire Healthcare Systems (hybrid; certification course). 2 BHS cohorts trained 12 (100% placement); Integritus starting in January.
- Berkshire Career Center instrumental with marketing, recruitment, selection, case management and follow up with all of these trainings! Currently recruiting visit [MassHireBerkshire.com](https://www.masshireberkshire.com) for applications.

Manufacturing – Sara Milano highlighted activities this year: 2022 Grant ends December 30, 2022

- **Outcomes to date:** 5 Cohorts – 30 Trained; 7 Trainees received employment at 6 area companies
- Hosted Job Fair & Exploring ToolingU expansion and apprenticeship opportunities
- **On-the-Job Training Component**
 - 4 companies participating supporting 12 employees’ employment
 - 2 Employees are former trainees from 2022
- **Manufacturing Month** – October 2022
- Highly successful collaboration that focused on activities, events & publications in training, youth opportunities, STEM week, media publications and career fair.

Market Maker – Paul Mattingly outlined how this initiative is helping businesses train & hire

- Hosting employer roundtables to learn about recruitment/retention efforts and to showcase MassHire services - good discussion and connecting employers to resources
- Next roundtable is December 14th at 8AM at MountainOne in North Adams
- Participating in a variety of radio shows and media interviews to help market our efforts
- Sharing information on labor market trends and projections

Behavioral Health Grant – Paul Mattingly highlighted this expansion grant

- Working with Brien Center to support supervisors of interns
- BCC provided a Foundations of Substance Use Addiction & Recover training in October for 24 trainees
- Cognitive Behavioral Training for Suicide prevention currently happening for 13 trainees
- Marketing Campaign for our 4 partners to highlight careers and “champions for Behavioral Health”
- Career Fair this fall to promote industry and help to fill open positions

Connecting Activities – Youth Council Co-Chair Bryan House provided the Youth Council report

Internships & Structured Work Experiences

- 187 placements (53% of goal)
- 42 STEM placements (28% of goal)
- 24 paid (16% of goal)
- 65 subsidized (YW, Rural/Berk12 grant)
- 98 unpaid
- Education & Childcare placements – 41 via HSSEIP in February 2022 – June 2023; paid internships through DESE funds
- Support funding from DESE, Berkshire Taconic and BERK12

Career Awareness & Exploration Activities

- 20 awareness activities serving 435 students
 - 5 exploration activities serving 61 students
 - 6 professional development opportunities serving 28 teachers and staff

Wahconah Regional High School First Annual Career Fair

Students in grades in 9-12 were able to learn more about the array of career opportunities that are available here in the Berkshires! Local professionals also volunteered their time in providing mock interview practice for students. Career exploration programs, services and resources were provided by MassHire Berkshire Career Center and the Berkshire Workforce Board!

College & Career Teams – All 12 high schools; members receiving stipends. Teams are working to enhance career readiness integration withing their districts so all students leaving high school with the necessary skill knowledge and insight needed for their future career success.

Innovation Pathways – pathways align with region’s critical sectors. Districts apply for designation status through DESE.

Existing DESE designated pathways

- *Monument Mountain – Healthcare / Social Assistance & Manufacturing*
- *Lenox – Healthcare / Social Assistance & Business / Finance*

Emerging pathways (applying for designation)

- *Monument - Business/Finance & Information Technology*
- *Hoosac – Environmental & Healthcare / Social Assistance*
- *Mt. Everett – Information Technology & Manufacturing*

MassHire Berkshire Career Center update – Melanie Gelaznik applauded the collaborative efforts of the employer roundtables and training initiatives between the Center and Board and noted the following:

- Shared WIOA Adult, Dislocated and Youth success stories
- 456 employers with 103 are new to the career center
- Job seekers – 1419 (3232 visits)
- Veterans – 55
- Dislocated workers – 17
- Adults – 17
- WIOA Youth 16 (456 total)
- Business Roundtables
- Job Fairs (Behavioral Health, STEM/Manufacturing)
- Healthcare training

V. Strategic Discussion

Board members shared their workforce issues:

- Berkshire Regional Transit Authority is offering free transportation from Thanksgiving until New Year. Board and Career Center will market this opportunity.
- Broadband expansion for hill towns & residents – need training, hardware and access
- Companies still transitioning from pandemic effects – more rapid response services happening to avoid layoffs and assist if companies downsize or close
- Expand efforts with Berkshire Black Economic Council and invite AJ to next Board meeting
- Concern about north county restaurants closing due to staffing reliability and other economic issues
- Contracted services for housekeeping, custodial, etc.- challenging to find employees
- New cooperative education with McCann

- Need for CDL training – Career Center hosts BRTA CDL permit tests
- Tax credits for employers

Adjournment

President Sheridan offered her appreciation to the Board for their continued commitment and participation and wished everyone good health and joy during the holidays. The next meeting of the full Board will be March 9, 2023 at 8AM. ***With no further business to discuss, a motion to adjourn was made by James Brosnan, seconded by Bryan House, and unanimously approved.*** Meeting ended at 9:00AM.

Respectfully submitted,
Chelsea Tyer, Secretary/HRBP