

Overview of MassHire

Recruitment Resources for Business

Jennifer James

Executive Office of Labor and Workforce
Development

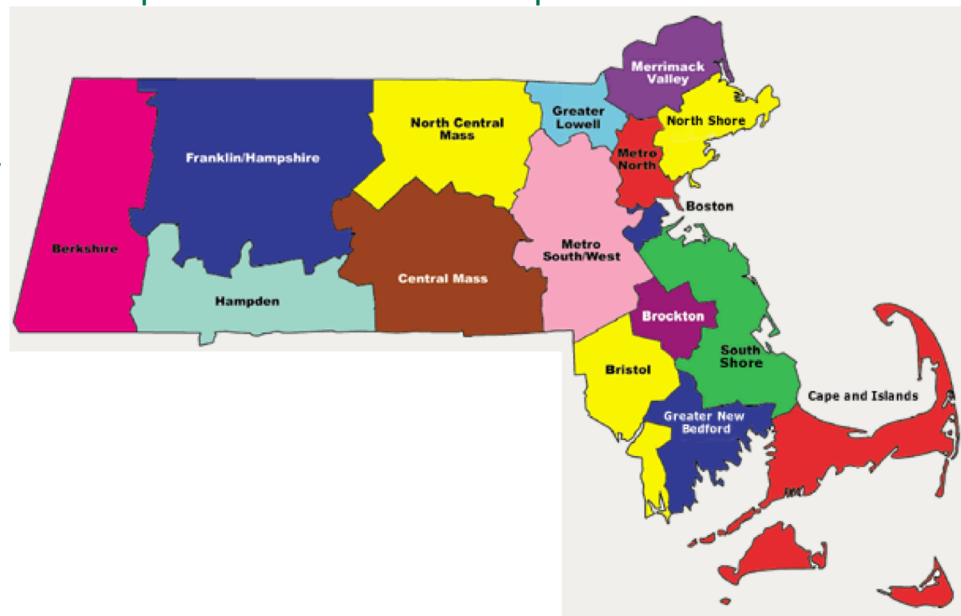
Massachusetts Municipal Management Association

January 24, 2020



MassHire System: Employer Services

- Resources for recruitment for cities/towns and companies within their cities/towns that might need help with workforce issues:
- A Network of 16 Statewide, Regionalized Workforce Development Boards
 - Membership is majority business
 - Staff work to assist business with hiring strategies and job design, including organizing consortia/partnerships in specific businesses and developing funding opportunities
 - Provide labor market information to businesses to help with workforce development decisions
- Network of 29 MassHire Career Centers
 - 130K individuals and 10K businesses per year
- Statewide MassHire BizWorks Team:
 - Info sessions on business services
 - <https://www.mass.gov/masshire-bizworks>
 - [mass.gov/bizworks](https://www.mass.gov/bizworks)
 - 1-800-252-1591



Free Job Postings and Candidate Search

MassHire JobQuest provides employers with free job posting and job matching service

You can also search for qualified candidates registered on MassHire JobQuest

www.mass.gov/jobquest

The screenshot shows the MassHire JobQuest for Employers website. At the top, it identifies itself as 'The Executive Office of Labor and Workforce Development (EOLWD)' and includes a 'Login / Register' link. The main navigation bar features links for Home, Post Jobs, Find Candidates, Search Events, My JobQuest, Help, and Job Seekers. Below the navigation, there's a search bar for 'Find Candidates' with a 'Total Candidates: 26,571' indicator. The search criteria include 'Keyword / Job Title' (with an example 'Clerk'), 'Job Occupation Category' (a dropdown menu), and 'Profile Modification Date' (set to 'Any Time'). A 'Search' button and a link to 'More Search Options' are also present. The page is divided into several promotional sections: 'Post a Job' (encouraging employers to reach thousands of candidates), 'Search Job Fairs and Other Events', 'HIRING FOREIGN WORKERS?' (mentioning PERM, H-2A, and H-2B job orders), and 'To Help with Your Recruitment Needs, Schedule an Appointment with a Business Service Representative' (linking to MassHire Career Centers). A 'Mass BizWorks' logo is also visible, with the tagline 'Get the competitive edge with Mass BizWorks' and the text 'Connecting Businesses to State and Federal Resources'. On the right side, there are sections for 'Employer Login' (with fields for User Name and Password), 'First Time User?' (with a 'Register Now' button), and 'Need Assistance?' (with links for 'How to Register', 'How to Post a Job', 'Locate a Business Service Representative', 'Veterans Program and Services', 'Rapid Response Services', and 'Contact Us').

Recruitment and Hiring

Staff at MassHire Career Centers can assist employers with recruiting and screening of skilled and diverse candidates, including veterans.

- Customized Recruitment
- Jobs Fairs

List of Centers:

www.mass.gov/masshire-career-centers



Employee Training

- [Registered apprenticeship](#)
Registered apprenticeships help employers build a dynamic, self-empowered workforce into the future.
- [Training](#)
On-the-Job Training (OJT) Program assists employers with the cost of hiring and training a new employee.
- [Safety grant](#)
Grants up to \$25,000 are available to help companies fund workplace safety training. Additionally, [free on-site consultation](#) is available to help companies meet OSHA requirements.
- [On-the-Job Training](#)
On-the-Job Training (OJT) Program assists employers with the cost of hiring and training a new employee.

Example: Partnership with MassHire

City of Worcester and MassHire Central worked together to build new strategies:

Construction

- **Established a recruitment process** to help connect local residents to private sector construction and ongoing jobs in the City (*e.g. projects receiving tax incentives/TIFFs and partners on community benefit agreements*)
- **Create a construction pre-apprentice program** that recruits underrepresented workers in the construction industry – funded mostly through a MA DOT grant and partially through the Worcester Jobs Fund

Dept of Public Works

- **Create and help fund a Commercial Driver's License Class B training program** through the [Worcester Jobs Fund](#) that helps prepare local residents (especially people of color and females) for getting onto the City' Dept. Public Works civil service applicant list
- The CDL credential addresses gaps in applicant skills

Take-aways

Check out online links:

- **Get in touch with the statewide BizWorks team** to learn more about resources and supports and get help connecting to a Board or Career Center
 - <https://www.mass.gov/masshire-bizworks>
- **Get in touch directly with your MassHire Board** to discuss strategies and resources:
 - <https://www.mass.gov/service-details/connect-with-your-local-masshire-workforce-board>
- **Get in touch with your local MassHire Career Center Director** to discuss immediate hiring and job openings, jobquest and other ways to best leverage MassHire system
 - <http://www.mass.gov/how-to/find-a-masshire-career-center>