

PEMBROKE CHAMBER OF COMMERCE

WORKFORCE DEVELOPMENT FORUM



PEMBROKE HIGH SCHOOL

AGENDA

- Introductions
- Tom Hickey – South Shore VoTech Superintendent
- Paul Vilela – NE Regional Carpenters
- Erin Obey – Pembroke Schools Superintendent
- Bill Chenard – Pembroke Town Manager
- Question Time
 - Melissa Hooley
 - Sue Bollinger



Tom Hickey

Superintendent-Director
South Shore Regional Vocational Technical High School



PEMBROKE HIGH SCHOOL

South Shore Tech Student Accomplishments

Class of 2023

- 35% to college
- 54% employed
- 1% to the military
- 10% to other opportunities

Co-op Numbers for 2023-24

- Over 66,000 hours worked
- Over \$1.1 million earned

Class of 2024

- 40% to college
- 51% employed
- 1% to the military
- 8% to other opportunities

Co-op Numbers for 2024-25

- Over 62,000 hours worked
- Over \$1.1 million earned

Cooperative Education at South Shore Tech

Pembroke Co-op Employers:

- Dimark Precision Machining
- Ocean Works, Inc.
- Bridges by Epoch
- Vetelino Landscapes
- Alluring Concepts
- Your Electrical Solutions, Inc.
- McGrath Services
- JLC-Tech, LLC
- Tiny & Sons Glass Co.
- Absolute Cable & Controls
- Cadillac Hill Carpentry
- Murphy Electric & Industrial Controls

South Shore Tech Student Accomplishments

Industry-Recognized Credentials

- **Allied Health:** CNA, HHA, CPR, Dementia
- **Automotive:** ASE, Hot Works, SP2
- **Carpentry:** Hot Works, OSHA
- **CIT:** Cybersecurity, Network Security, Device Configuration and Management
- **Culinary:** ServSafe Manager & Allergens
- **Cosmetology:** State Board License
- **Electrical:** Hot Works; hours toward licensure
- **DVC:** Adobe
- **HVAC:** EPA 608, EPA R-410a, Hot Works
- **Horticulture:** OSHA
- **MET:** MACWIC 1 & 2
- **Metal Fab Welding:** AWS, Hot Works

College Acceptances, Class of 2024

American International College

Anna Maria College

Arizona State University

Assumption University

Austin College

Babson College

Baylor University

Bentley University

Brandeis University

Bridgewater State University

Bristol Community College

Bryant University

Cape Cod Community College

Case Western Reserve University

Central Connecticut State University

Coastal Carolina University

College of Mount Saint Vincent

College of the Holy Cross

Culinary Institute of America

Curry College

East Carolina University

Emerson College

Emmanuel College

Fisher College

Fitchburg State University

Framingham State University

Franklin Pierce University

Houston Christian University

Husson University

Jacksonville University

Johnson and Wales University

Lasell University

Lesley University

Maine College of Art & Design

Massachusetts College of Art and Design

Massachusetts College of Pharmacy and

Health Sciences

Massachusetts Maritime Academy

Massasoit Community College

Merrimack College

Molloy University

Montserrat College of Art

New England College

New England Institute of Technology

Norwich University

Plymouth State University

Providence College

Regis College

Rensselaer Polytechnic Institute

Rhode Island College

Rhode Island School of Design

Rivier University

Roger Williams University

Saint Anselm College

Saint Joseph's College of Maine

Salem State University

Simmons University

St. Edward's University

Stonehill College

Suffolk University

Texas Christian University

Texas Tech University

The Citadel, The Military College of South Carolina

The University of Tennessee Knoxville

University of Bridgeport

University of Central Florida

University of Connecticut

University of Hartford

University of Maine

University of Maine Machias

University of Massachusetts (Amh, Bos, Dart, Low)

University of New England

University of New Hampshire

University of New Haven

University of North Carolina Wilmington

University of Rhode Island

University of Southern Maine

Vermont State University

Wentworth Institute of Technology

Western New England University

Westfield State University

Wheaton College

Wingate University

Worcester Polytechnic Institute

Worcester State University

South Shore Tech Student Accomplishments

2025 Co-Curricular Success

- **SkillsUSA**
 - Districts
 - 10 Gold Medals
 - 9 Silver Medals
 - 11 Bronze Medals
 - States
 - 5 Gold Medals
 - 1 Silver
 - 2 Bronze
 - Nationals
 - 1 Silver Medal in Graphic Communications

South Shore Tech Student Accomplishments

2025 Co-Curricular Success

- **Future Farmers of America (FFA) 2025 Results**
 - Two students elected to MA FFA State Officer positions.
 - President & Secretary
 - Nursery Landscape Team- 1st in the state- 3rd year in a row
 - Competing at the National level in Oct.
 - Floriculture Team- 1st in the state- 4th year in a row
 - Competing at the National level in Oct.
 - Demonstrations
 - 1st place & 2nd place

Community Outreach

Abington

- Made flag and desk for Veterans Office
- Food pantry donation of locally grown produce
- Catered and served a Veterans Luncheon
- Shed for Griffin Dairy Farm (Spring 2026)
- Electrical service for Griffin Dairy Farm (Spring 2026)

Rockland

- Landscaping help at Leisurewoods
- Re-Painted two light towers for Rockland PD

Whitman

- Renovations at Fire Station

Hanson

- Senior Center repairs and construction
- Indian Head gazebo construction
- Repaired Santa Claus statue
- Replaced Thomas Mill water wheel arms

Community Outreach

Norwell:

- **Town Office disabled ramp construction**
- **High school baseball field dugouts**

Marshfield:

- **COA support from Cosmetology (haircuts) & CIT students (IT support), and Allied Health (blood pressure and nutritional training)**
- **Culinary Arts hosted Veterans breakfast**
- **Design Visual Communications created Veterans Day banners**
- **Replaced accessibility ramp at veterans homes;**
- **Horticulture program provided locally grown produce to food pantry**
- **New dugouts for Baseball fields (Spring 2026)**

Community Outreach

Cohasset:

- **Replaced Border Street railing and fabricated caps for posts**
- **Provided lunch at Willcutt Commons (Elder Affairs)**

Hanover:

- **Built overhang to protect fire station gas line;**
- **Made handles for fire dept water control valves**
- **Built collection box for Town Hall**
- **Food pantry donation of locally grown produce**
- **Allied Health students assist at COA with Get Fit program**

Scituate:

- **Humarock Fire Station disabled ramp construction**
- **Painted Police Department Humvees**
- **Re-Painted Light tower for Scituate PD**

Coming Soon! Fall 2028





THANK
YOU!

Paul Vilela

New England Regional Carpenters



PEMBROKE HIGH SCHOOL



North Atlantic States Regional Council of Carpenters

Paul Vilela, Business Representative, Local 346
SEM

NASRCC:

- 7 States (MA, RI, CT, NH, ME, VT, NY).
 - 30,000 members
 - 2000+ apprentices
- Hundreds of applications every year.





- The North Atlantic States Carpenters Union offers an apprenticeship program created to thoroughly develop the talents and skills of carpenters. This type of structured training is required to make sure carpenters are fully qualified, well-rounded and productive. The apprenticeship program is a competency-based training program that includes both classroom training and on the job training.
- The Apprentice training program is jointly sponsored by the North Atlantic States Regional Council of Carpenters and our signatory building contractors. The program offers training in Residential and Commercial Carpentry, Floorcovering and Pile Driving.



~Vocational & Apprenticeship programs create real career paths for young people, especially those who don't see college as the right choice.

~Vocational schools are important to apprenticeship programs because they give students the basic skills, safety training, and knowledge they need before starting on the job. Apprentices tend to be better prepared when they have attended a vocational school.

- **Specialized Training:** Vocational schools offer a structured curriculum that teaches the specialized, technical skills and theoretical knowledge needed for a skilled trade, which is vital for apprenticeships that focus on practical, on-the-job experience.
- **Hands-On Practice:** Students gain practical experience through hands-on labs and simulations, building technical skills in a dedicated training environment with experienced instructors.
- **Classroom Hours:** Union apprenticeships often require a set number of classroom hours, which a vocational school education helps fulfill.
- **Pathway to Opportunity:** Vocational schools, often in partnership with unions, create opportunities to gain a pathway to well-paying, secure jobs.



Erin Obey

Pembroke Schools Superintendent



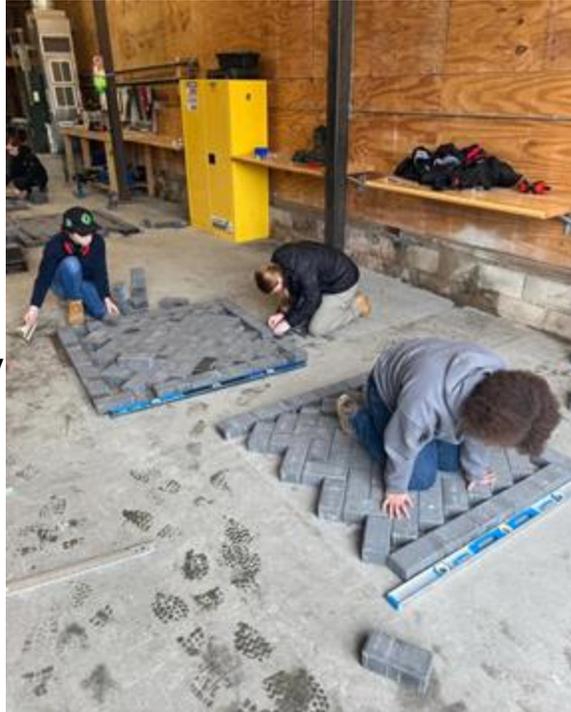
PEMBROKE HIGH SCHOOL



South Shore Tech Offerings

Courses of Study

- Allied Health
- Electrical
- Graphic Communications
- Automotive Engineering
- Carpentry
- Computer Info Technology
- Horticulture & Landscape
- Cosmetology
- HVAC- R
- Culinary Arts
- Metal Fabrication
- Coming Soon Plumbing & Vet Tech



Athletic Programs & Clubs

- Fall
 - Cross Country, Fall Cheer, Football, Golf, Boys & Girls Soccer, Volleyball
- Winter
 - Boys Basketball, Girls Basketball, Hockey, Wrestling, Swimming, Cheer
- Spring
 - Baseball, Softball, Boys & Girls Lacrosse, Track & Field
- Clubs
 - Art Club
 - Music Club
 - Chess
 - National Honor Society
 - Drama
 - Outdoor Adventure
 - Dungeons & Dragons
 - Prom Committee
 - FFA
 - Robotics
 - GSA
 - Skills USA
 - Math Club
 - Student Council
 - Yearbook



Historical Vocational Enrollment

Year	Norfolk Aggie	Bristol Aggie	Silver Lake	SSVT	Total	Enrollment	% of Enrollment
2010-2011	4	0	24	6	34	3368	1.01%
2011-2012	3	0	28	1	32	3312	0.97%
2012-2013	4	0	28	2	34	3269	1.04%
2013-2014	6	0	29	2	37	3278	1.13%
2014-2015	9	0	32	4	45	3252	1.38%
2015-2016	10	0	36	4	50	3179	1.57%
2016-2017	10	0	37	10	57	3091	1.84%
2017-2018	10	1	35	29	75	3005	2.50%
2018-2019	11	1	32	38	82	2902	2.83%
2019-2020	10	0	31	45	86	2900	2.97%
2020-2021	13	0	31	37	81	2854	2.84%
2021-2022	15	0	39	26	80	2740	2.92%
2022-2023	17	0	34	11	62	2599	2.39%
2023-2024	19	0	22	1	52	2483	2.09%
2024-2025	19	0	10	1	30	2437	1.23%

Historical Incoming 9th Grade Acceptances

Year	Norfolk Aggie	Bristol Aggie	Silver Lake	SSVT	Total
2016-2017	2	0	12	8	22
2017-2018	2	1	4	14	21
2018-2019	2	1	5	15	23
2019-2020	4	0	10	8	22
2020-2021	5	0	11	0	16
2021-2022	4	0	11	0	15
2022-2023	4	0	0	0	4
2023-2024	7	0	0	0	7
2024-2025	8	0	0	0	8

Historical 8th Grade Application Numbers

Year of Application	Year of Attendance	# Applied	# Enrolled
2018	2018-2019	38	26
2019	2019-2020	33	23
2020	2020-2021	33	17
2021	2021-2022	47	15
2022	2022-2023	46	3
2023	2023-2024	31	7
2024	2024-2025	26	8

What could enrollment look like if we joined SST?

Actual 10.1.24 enrollments from grades K-8 as of 10.1.24										
SST enter	33-34	32-33	31-32	30-31	29-30	28-29	27-28	26-27	25-26	
	K	1	2	3	4	5	6	7	8	
Abington	146	177	168	177	195	171	176	157	164	1531
Cohasset	104	107	122	126	115	106	108	89	103	980
Hanover	178	205	178	197	207	225	215	181	205	1791
Hanson	91	102	99	108	94	108	106	119	109	936
Marshfield	275	264	272	258	256	276	234	261	304	2400
Norwell	159	165	163	178	178	196	172	168	169	1548
Rockland	159	165	159	168	147	177	175	147	188	1485
Scituate	226	195	242	199	205	231	235	220	184	1937
Whitman	154	153	137	165	142	167	160	159	177	1414
Pembroke	170	165	188	186	182	163	194	0	0	0
	1662	1698	1728	1762	1721	1820	1775	1501	1603	15270

Percentages share of the district wide population in a given year										
	K	1	2	3	4	5	6	7	8	Avg
Abington	9%	10%	10%	10%	11%	9%	10%	10%	10%	10%
Cohasset	6%	6%	7%	7%	7%	6%	6%	6%	6%	6%
Hanover	11%	12%	10%	11%	12%	12%	12%	12%	13%	12%
Hanson	5%	6%	6%	6%	5%	6%	6%	8%	7%	6%
Marshfield	17%	16%	16%	15%	15%	15%	13%	17%	19%	16%
Norwell	10%	10%	9%	10%	10%	11%	10%	11%	11%	10%
Rockland	10%	10%	9%	10%	9%	10%	10%	10%	12%	10%
Scituate	14%	11%	14%	11%	12%	13%	13%	15%	11%	13%
Whitman	9%	9%	8%	9%	8%	9%	9%	11%	11%	9%
Pembroke	10%	10%	11%	11%	11%	9%	11%	0%	0%	10%

First round seats based on enrollments										
SST enter	33-34	32-33	31-32	30-31	29-30	28-29	27-28	26-27	25-26	Avg
Abington	20	23	21	21	22	17	18	19	18	20
Cohasset	14	14	15	15	13	11	11	11	12	13
Hanover	24	27	22	23	23	23	22	22	23	23
Hanson	12	13	12	13	11	11	11	14	12	12
Marshfield	37	34	34	30	29	28	24	31	34	31
Norwell	22	21	20	21	20	20	17	20	19	20
Rockland	22	21	20	20	17	18	18	18	21	19
Scituate	31	25	30	23	23	23	24	26	21	25
Whitman	21	20	17	19	16	17	16	19	20	18
Pembroke	23	21	23	22	21	17	20	0	0	21

Process for Joining:

3-part vote

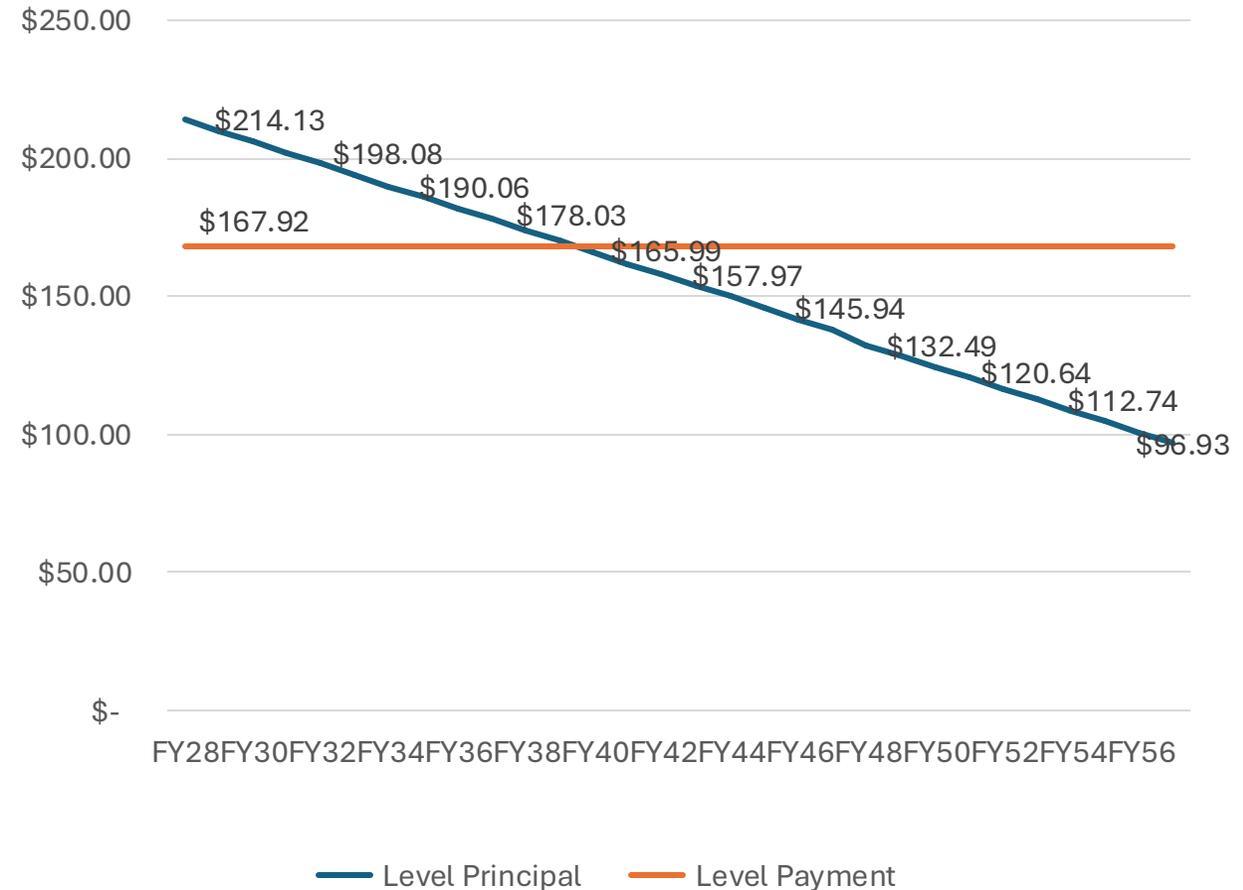
- Part 1 – Entering into a regional agreement to join SST as a member Town
- Part 2 – Debt exclusion override for Pembroke's portion of the building project at SST
- Part 3 – Operational Override to fund costs to send students to SST each year

Vote – Part 1- Fall of 2025

- Work with the SST School Committee to propose changes to current regional agreement to allow Pembroke to join
 - These changes would outline Pembroke's share of new debt, stabilization funds, as well as capital buy-in
 - We would bring the updated Regional Agreement Language to 2025 Fall Town Meeting for approval
 - If approved – Pembroke's acceptance into SST would be voted on by each of the member towns at each town's 2026 Spring Town Meeting we would need 6 out of 9 towns to vote in favor of Pembroke joining
 - Amended Regional Agreement would be submitted to DESE for approval –they have until the end of the calendar year to approve
 - Potential First Round of Students attending SST from Pembroke would be Fall of 2027
-

Vote Part 2 – Debt Exclusion Override – Spring 2026

- Pembroke voters would need to approve a 30-year Debt Exclusion Override to fund our portion of the MSBA building project
- Current Estimates (Spring 2025) reflect that would mean an increase of \$156-\$168 per year based on the average home price of \$601,000
- Vote 1 would be contingent on the passing of Vote 2& Vote 3



Vote Part 3 – Operational Override- Spring 2026

- We would need additional funds in our operating budget year over year to fund the increase costs associated with sending students to SST
- Tuition and Transportation Costs
 - Current estimates would allot Pembroke on average 21 seats per year beginning with the 2027-2028 school year – Roughly 84 seats at full enrollment
 - Average member town tuition cost - \$16,001 (range is \$11,226 Whitman - \$18,913 Norwell)
 - SPED Increments – IEP services \$75,000 - \$200,000 per year
 - At full enrollment this would represent an increase to our operating budget of roughly \$1.5-\$2.0 million
- Capital Costs – Once a member town capital costs are built into the tuition rate
- Stabilization Costs – We would need to buy into the current stabilization fund – using the Marshfield model that would be \$40,000 payments each year for 10 years for a total of \$400,000



Total Costs to Join

- Debt Exclusion override for New Building - \$20 million (over 30 years)
 - \$156-\$168 increase in property tax per year
 - Operational Override - \$1.5-\$2 million increase to base budget
 - \$282 increase in property tax per year
 - Stabilization - \$400,000
 - Could be funded through gap in operational override the first years
 - Transportation - \$209,307
 - At full enrollment we would need to have 2 busses for students – a portion of transportation costs would be offset by regional transportation reimbursement
- Total Impact to Taxpayer approx. \$450/year (over 30 years) on the average home valued at \$601,000**



Bill Chenard

Pembroke Town Manager



PEMBROKE HIGH SCHOOL



*South Shore Vocational
Costs & Factors*

September 25, 2025



Town of Pembroke

South Shore Technical

Costs Overview

- 1. Building Construction Costs**
 - 2. Operational Costs**
 - **Tuition**
 - **Transportation**
 - 3. Stabilization Fund Costs**
-



Town of Pembroke

South Shore Technical

Building Construction Costs

As a member the Town would be responsible our share of construction costs.

Construction Costs (our share) are estimated to be \$20,000,000

Pembroke will need to fund this through a debt exclusion override.

A debt exclusion override allows the Town to borrow and pay costs outside of the tax levy.

The additional taxes remain until the debt is paid. The additional taxes are removed.



Town of Pembroke

South Shore Technical

Municipal Borrowing

Debt Factors

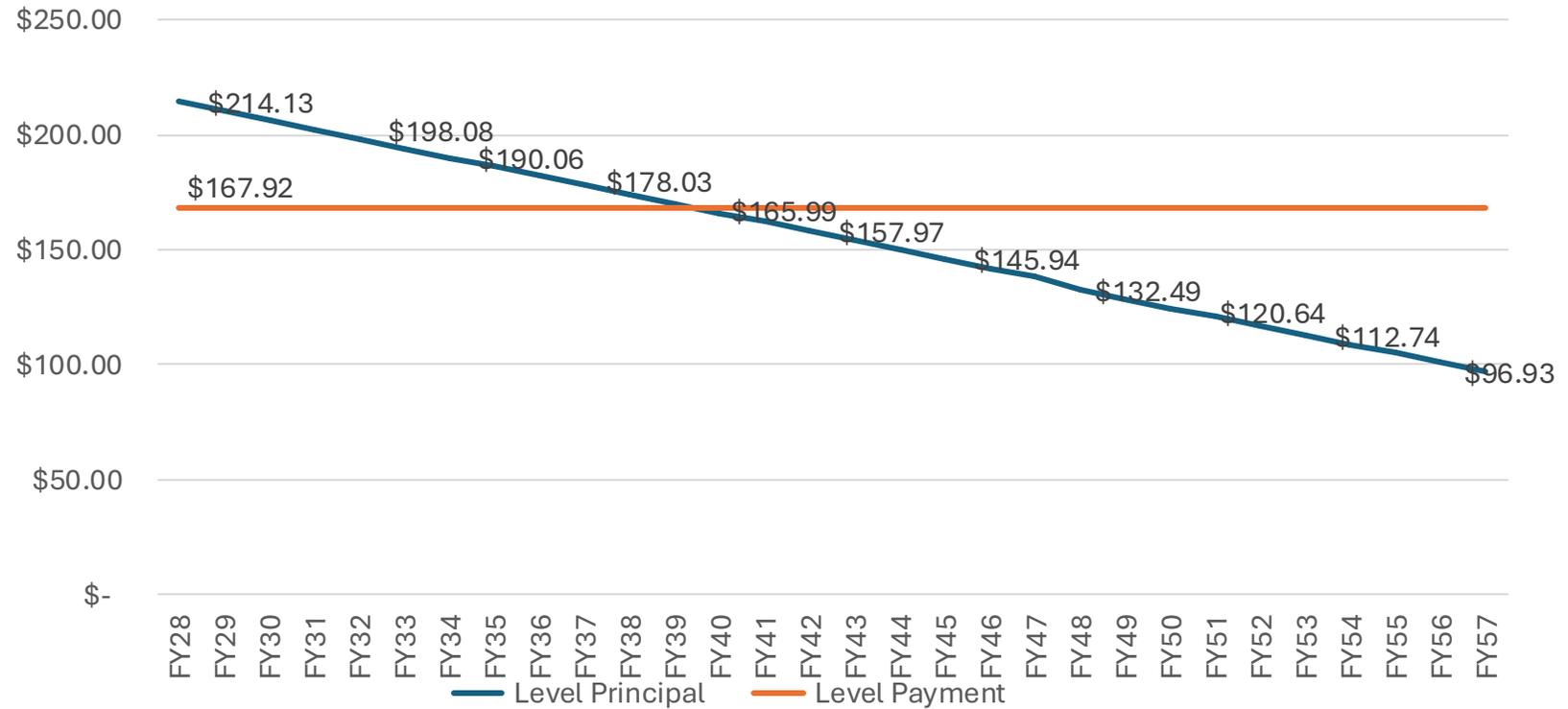
- **Term – MGL**
 - **Interest Rate – Market Driven (Bond Rating is a Factor)**
 - **Principal Amount**
 - **Debt Structure – Level Payments vs Level Principal**
-



Town of Pembroke

South Shore Technical

Debt Structure





Town of Pembroke

South Shore Technical

Level Payment			
	30 Years	30 Years	30 Years
	3.25%	4.25%	5.25%
Total Debt Cost	\$ 31,609,030	\$ 35,758,948	\$ 40,150,160
Interest Cost	\$ 11,609,030	\$ 15,758,948	\$ 20,150,160
Principal	\$ 20,000,000	\$ 20,000,000	\$ 20,000,000
Avg Annual Tax	\$148.43	\$167.92	\$188.54

1.00 % drop in interest rate represents \$4,149,918 interest cost.



Town of Pembroke

South Shore Technical

Level Principal			
	30 Years	30 Years	30 Years
	3.25%	4.25%	5.25%
Total Debt Cost	\$ 30,042,500	\$ 33,132,500	\$ 36,222,500
Interest Cost	\$ 10,042,500	\$ 13,132,500	\$ 16,222,500
Principal	\$ 20,000,000	\$ 20,000,000	\$ 20,000,000
Avg Annual Tax	\$141.07	\$155.59	\$170.10
	\$ (3,090,000)		\$ 3,090,000

1.00% change in interest rate represents \$3,090,000 interest cost.



Town of Pembroke

South Shore Technical

Operational Costs

- Estimates would allot Pembroke on average 21 seats per year. Approximately 84 seats at full enrollment.
 - Average member town tuition cost - \$16,001 (range is \$11,226 Whitman - \$18,913 Norwell)
 - SPED Increments – IEP services \$75,000 - \$200,000 per year
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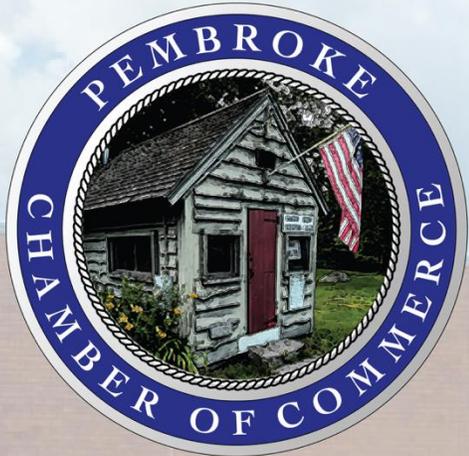
Town of Pembroke

South Shore Technical

Final Note

Over the next several months estimates will become much tighter and cost estimates will become more accurate.

Question Time



PEMBROKE HIGH SCHOOL

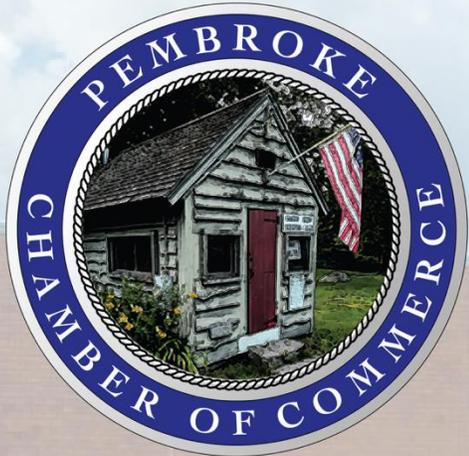


Questions

- What happens to Chapter 70, If # of students attend vocational school?
- IF this is voted in, will the property tax increase, to join SSVT, take effect around the same timeline as the towns Safety builds tax hike, to Pembroke homeowners?
- Please make it Clear, the bottom line has not yet been Accurately determined, as Hanover is not bonded.
- If Pembroke were to buy into SSVT, it is my understanding, that for the first 4 years, only (approx) 14 students a year will be accepted. After those 4 years, only then will the number of students accepted, go up to the estimated 20 students a yr. Is this correct?



Thank You



PEMBROKE HIGH SCHOOL

