



2025 MassHire Award Nominations: What You Need to Know

Award Categories

A statewide award will be presented to the top nominee in each category. Regional awards will be given for outstanding nominations from each of the seven workforce planning regions. Awards will be given in *Collaboration* (one for a business partnership and one for a job seeker partnership), *Modernization and Innovation*, *Mentor and System Steward*, *MassHire Emerging Leader*, and *Spirit of MassHire*. These categories are described below in this announcement.

Award Honors

Regional and statewide award winners will be honored at the **Massachusetts Statehouse Hall of Flags on November 19, 2025**.

Eligible Time Period

Nominated activities must have occurred after January 2024.

Eligible Nominees

MassHire board and career center staff, employers, program participants, and nonprofit and state partners are encouraged to consider projects and collaborations from across the commonwealth to honor the diversity of innovations happening in each region.

Team nominations *must* include at least one MassHire staff member. Team nominations *may* also include additional MassHire staff from one or multiple regions, WIOA partner staff, community-based organizations, or other partners. A team is comprised of a minimum of two or a maximum of six individuals, at least one of whom must work at MassHire.

Submitting Nominations

Submission of nomination packages can be made directly to the State Workforce Development Board via the 2025 MassHire Awards page here:

<https://www.mass.gov/how-to/submit-a-nomination-for-the-masshire-awards>

A workforce area can submit a maximum of six nominations, or one per category. Each nomination requires a separate nomination package. Areas will be notified if there are more than six submissions.

Nominations must be received **no later than September 12, 2025**.

Nomination and Winner Review and Selection Process

All complete nominations will be reviewed and scored by the State Workforce Development Board Recognition Subcommittee, a diverse group of stakeholders from inside and outside of



MassHire. The highest scoring nominations will advance to Secretary Jones for final review and selection of statewide and regional winners.

Winner Parameters

A workforce region or area can win a maximum of two statewide awards and each workforce area may submit nominations to all six categories.

Questions? Contact Matt Hartman at matthew.hartman@mass.gov



2025 MassHire Awards Nomination Package

This nomination package is comprised of three sections:

Section A (Part 1): Nominator information

Section A (Part 2): Nominee Information (The person or group you are nominating for an award)

Section B: Award Categories

Section C: Letters of Recommendation

Complete all parts to nominate an individual or a team for consideration in the 2025 MassHire Awards.

All nominations must be submitted through the online portal—paper, email, or handwritten entries cannot be accepted.

Below, you'll find the outline of needed elements and questions included in the nomination application. These are provided for your awareness and to help you prepare your answers in advance. Please note that the online application does **not** offer a draft or save feature—you must complete and submit in its entirety (including uploading letters of recommendation) in one session.

Tips for a smooth submission:

- Gather all information and draft your responses offline if needed.
- Set aside 20–30 minutes to complete the form without interruption.
- Keep word limits and file sizes in mind to avoid system cut-offs.

Again, access the nomination package online here:

<https://www.mass.gov/how-to/submit-a-nomination-for-the-masshire-awards>



**2025 MassHire Awards Nomination Package
(Section A, Part 1 and 2): Nominee(s) Information**

Nominator Information (Your information)

1. Nominator Name (Required)
2. Job Title or Role (Required)
3. Employer/Affiliation (Required)
4. Email (Required)
5. Workforce Development Area

Nominee Information (The person or group you are nominating for an award)

Individual or Group

1. Award
2. Nominee's Name
3. Nominee's Title
4. Nominee's Organization
5. Nominee's approximate start date in position
6. Nominee's contact email

To be completed by person or group making the nomination:

I submit this nomination as someone who has direct knowledge of the activities and work described in this nomination.

1. Name
2. Workforce Planning Region and Area
3. Date
4. Nominator contact email



2025 MassHire Awards Nomination Package
(Section B): Award Narrative

1. Nominations to all categories should address the following prompt: ***How did the work achieved by this individual or team result in innovative, sustainable change and positive outcomes for our customers, our community, and/or our MassHire colleagues?*** If the long-term effects of the activities are not yet apparent, consider including plans for sustainability. Consider what outcomes can be discussed and whether the activity can be replicated.
2. Each award category has a specific question that should also be addressed in the award narrative. Please see below for a list of these categories, their descriptions, and accompanying questions.

Specific and concise nominations will enhance the strength of the nomination. We encourage nominations that reflect the work of front-line staff that serve employers and jobseekers, along with nominations that reflect the work of administrative and non-front-line staff that indirectly impact jobseekers and employers. There is no page or word limit, but at least one page is recommended.

1. **Collaboration:** MassHire believes in the power of partnership and streamlined integration of services to achieve effective and timely results for those we serve. This award will honor a partnership or partnerships that deliver significant positive impacts for businesses and/or a collaboration that uniquely assists job-seeking customers with career services, including the removal of barriers to employment. **Two awards** will be given, one for an **innovative business services initiative** and one for an **innovative workforce project, strategy, or initiative in the delivery of career services**. Nominations can be made once each.

How did the nominee maintain or create effective partnerships which led to above and beyond results for customers? (Indicate whether it is Employer/Business or Career Services nomination)

2. **Modernization and Innovation:** MassHire recognizes the change maker, the innovator, and risk-taker who leverages field expertise, relationships, and data to adapt to emerging needs and seizes opportunity through innovative approaches. This award seeks to recognize the person or team who serves as a catalyst for reimagining career and employer service delivery to achieve individual and regional impact.



How was the nominee proactive in developing new skills, models, approaches, innovations, etc. which led to strong outcomes with a lasting impact on staff, partners, and/or customers?

3. **MassHire Emerging Leaders:** MassHire takes pride in the caliber of people who do the work every day. This award recognizes individuals who are new to MassHire (with less than 5 years of experience providing direct service) and embody the future of career services and customer-focused success.

How did the nominee show leadership, initiative, and embodiment of MassHire values in their first years at the organization?

4. **Mentor and System Steward:** Mentors gain expertise from years of experience, trial and error, and long-term partnerships, and they strive to imbue these values and lessons in the next generation of leaders at MassHire. Workforce development requires broad appreciation of various systems, their interconnections, and how best to position individuals for collective success. Leaders and managers strive to proactively develop their employees and empower those who will follow them, benefiting from years of accumulated experience. This award honors the leader who embodies shepherding emerging leaders while providing opportunity for groundbreaking ideas.

How has the nominee worked to instill the next generation of leaders with the values of MassHire and worked to mentor employees and emerging leaders?

5. **Spirit of MassHire Award:** MassHire envisions a better future for people and businesses of Massachusetts through meaningful work and sustainable growth. Spirit of MassHire awardees value the diverse requirements and professional goals of the businesses and people we serve. We promise to champion prosperity by connecting employers with talent and job seekers with the tools, services, and connections they need to achieve their employment and career goals. This year's award will be granted in honor of David Gadaire, after his recent passing, a long-time MassHire leader who embodied the work of MassHire.

With everything we have to do every day, it's easy to just keep plugging away at a job without seeing the bigger picture.

- *How does this nominee engage in meaningful work with an understanding of the MassHire Vision?*
- *How does the nominee's efforts contribute to the long-term goals of the organization and the system?*



**2021 MassHire Awards Nomination Package
(Section C): Letters of Recommendation**

Please submit two letters of recommendation in support of the nominee's work on the writer's organization's letterhead. The authors of these letters can be jobseekers, businesses, MassHire staff, and/or partner organization staff. If a team is nominated, the writer cannot be a member of the team. The letter is limited to one page, single-spaced. The letter should describe the nominee's relationship with the writer and describe the specific ways in which the nominee effected positive and sustainable change.

Please upload letters of recommendations.