



70 Washington Street, Suite 314, Salem, MA. 01970
p: 978-741-3805 f: 978-741-3809
www.northshorewib.com

Agenda

Youth Pipeline Committee
February 4th, 2016 8:00 AM

70 Washington Street , Salem - Career Center Conference Room

In Attendance:

Katie Crowder, North Shore WIB
Steve Falvey, NE Council of Carpenters
Debbie Amaral, Foster Parent
Linda Saris, LEAP
Nancy Marrs, Salem High School
Maria Ferri, Peabody High School

Felicia Pierce, North Shore CDC
Laura Assade, City of Salem
Ann-Marie O'Keefe, North Shore Youth Career Center
Kathleen Kelly, MA Rehab Commission

- I. Introductions
- II. Objectives and Tasks for 2016
 - Strategically distribute all of the resources (developed during FY 2015)
 - Distribute Youth Career Poster to local area guidance and middle schools, vendors and other youth serving agencies – follow-up, distribution update
 - Host employer forum for 50+ youth with critical industry leaders in November 2015- *completed*
 - Increase the opportunities for internships, apprenticeships and/OJT's for youth to gain valuable work experience (target employers who have occupations that are STEM related)
 - Continue to support Youth Build programming in region and help enhance funding opportunities for further occupational skills training for youth – including sector partnerships initiatives that look to the emerging workforce as a potential source of labor?
- III. WIOA – *update*
- IV. AMP It Up – *placement update*
- V. F1rstJobs – *report, update, planning 2016*
- VI. YouthBuild update – North Shore CDC

Next meetings: 4-7-16, 6-2-16

YOUTH PIPELINE GOALS AND OBJECTIVES 2015 - 2017

GOAL 3: THE NORTH SHORE WIB WILL ENHANCE THE YOUTH PIPELINE BY INTEGRATING AND ALIGNING EDUCATION, TRAINING AND EMPLOYMENT PROGRAMS.

MAJOR THEMES

1. CONNECT SCHOOLS AND YOUTH SERVING ORGANIZATIONS WITH BUSINESS
2. STRENGTHEN STEM CONNECTION
3. HELP MORE TEENS FIND JOBS AND ENTER CAREERS
4. STRENGTHEN SERVICES FOR OUT OF SCHOOL YOUTH

Objective #1: Facilitate stronger connections between secondary schools, vocational education, workforce development (including CBO's) and higher education.

Activity:	Timeframe:	Benchmarks/Indicators of Success	Notes 2/4
Continue outreach to vocational/technical schools, comprehensive high schools and after-school programs.	2015 – 2017	Participation from staff at 1-2 additional area high schools in Youth Pipeline Committee	We have sent a series of e-newsletters about all of our youth work, including one with all of our recent Labor Market publications. We have also created large color posters with LMI information, with links to access more information. Posters shared at last meeting, and today and we will continue to share on a regular basis to youth serving organizations and to schools. So far we have posters in schools and agencies in Danvers, Lynn, Salem, & Peabody, and we will continue to share these publications.
- Invite representatives from public high schools (and middle schools) to join committee and to	2015-2017	2 additional members from local schools (Salem and Beverly)	2015- Nancy Marrs from Salem High School has joined the committee. We

<p>participate in WIB activities</p> <p>- Increase relationship between community college & schools</p> <p>- Help us create new ways to connect K-12 system to world of work</p>	<p>2015 – 2017</p> <p>2017</p>	<p>Have meetings at local area schools with presentations about highlighted programming (ongoing)</p> <p>School partner feedback as well as company feedback on internships, placements or tours.</p>	<p>would welcome additional schools/businesses to join!</p> <p>2/4/16 Laura Assade from the City of Salem Mayor’s Office and Kathleen Kelly from MA Rehab Commission have joined the committee.</p> <p>Held 2/2015 Pipeline meeting at Essex Tech.</p> <p>Ongoing</p> <p>LMI newsletter sent to all contacts, Pipeline committee asked to share this information with any school personnel who may use it.</p> <p>Laura Assade is in the process of developing a Youth Commission for Salem. Ongoing discussion on how to make this a strong group. Deb Amaral provided suggestions/history of the previous Youth Commission. The group offered</p>
--	--------------------------------	---	---

			<p>suggestions/feedback on how to set this up.</p> <p>Kathleen Kelly from MRC shared information on how to support youth with IEP/youth on SSDI</p>
<p>Increase connections for educators to connect curricula to the work world</p>	<p>2015 – 2017</p>		<p>2/4 We are in the middle of Amp it Up Teacher externships. Professional Development with Christine Shaw took place 11/19, and externships will take place in February at GE, Medtronic, Microline Surgical, Applied Materials, Cell Signaling. Teachers from Catholic Charities, Peabody HS, Lynn English, and Beverly HS.</p>
<p>- Teacher Externships AMP It UP, Guidance Counselors Events</p>	<p>2016</p>	<p>14 externships</p>	<p>2/4- Amp it Up Spring 2015 took place March -June 2015 with 7 teachers and we are in the middle of another round with 7 teachers for Fall 2015/Winter 2016. Lesson plans are on the website from previous years. We will wrap up this session by 4/30/16</p>
<p>- LMI Education seminars (held quarterly) given to school groups, as well as community organizations that serve youth</p>	<p>2015 – 2016</p>	<p>Documented seminars to share Youth Blueprint and other related Labor Market Information – with the first at Essex Tech in Feb of 2015</p>	<p>2/4 We held an employer event for youth and school staff to hear directly from employers in the critical industries listed in our blueprint. Event was held at Eastern Bank on 11/17 and representatives from Eastern Bank, North Shore Medical Center, Lynn Community Health Center, Cranney Companies, New England Regional Council of</p>

<ul style="list-style-type: none"> - Increase partnerships between businesses & Tech schools. - Develop Internships for Youth that champion Businesses and make connection back to educators and skills and themes taught in schools. - Support various types of student exposure to the word of work, including tours, company presentations 	<p>2017</p> <p>2016 – 2017</p> <p>2016 – 2017</p>	<p>Youth and Business Forum (of some kind)</p> <p>Create 12 new internship opportunities with STEM companies Internships documented</p> <p>4 - 6 Tours of STEM related companies in local area</p>	<p>Carpenters, and the North Shore WIB and Youth Career Center participated. Youth from LVTI and Catholic Charities attended and participated in panel discussion.</p> <p>We'd love to replicate this event in another area for more students. 12/3 Group made suggestions on businesses to approach for such an event. Youth Career Center staff is working on job fairs at several schools, increasing employer outreach this Spring.</p> <p>Medtronic has stepped up to create a new internship for females in engineering Six students started in September 2015 (paid internship). We would like to use this model & expand in other companies as well as other industries. This model could be used in various industries with employer commitment.</p> <p>2/4- Medtronic is interested in continuing the program for 2016-17 school year.</p> <p>2/4 WIB staff coordinating these efforts as part of Amp it Up. WIB has arranged for students at Peabody HS to tour Krohne and Beverly HS students to visit Microline Surgical. We</p>
--	---	--	---

at schools, career fairs, etc.			hope to arrange more tours as the school year goes on, including our WIOA vendor programs.(ongoing)
F1rstJobs and Teen Employment Increase employer participation in F1rstJobs Increase employer awareness of youth employment Support education in STEM through school and employer relations	2015	Send F1rstJobs report and Labor Market Blueprint to all that were involved in F1rstJobs	2/4 F1rstJobs report is in packet shared at today's meeting. 599 youth were placed in jobs this summer. 2014 report is available on website. Recommendations for 2016 include increased employer outreach, starting the program earlier, and adding more to the youth application so that youth can show stronger interest in employment. 12/3 2015 Youth Blueprint has been updated and shared, is available for download on our website.
	2016	One-pager sent to those not involved – include mini profiles of youth employment from F1rstJobs 2014	12/3 we have a promotional pamphlet with youth profiles for F1rstjobs outreach.
	2016	Expand profiles to include various industries, youth photos, etc. Employ assistance of Communications	

	2015	Company and/or intern Share STEM profiles with partner schools and businesses. Hold guidance event to expand on 2014 STEM event. Include different industries and/or types of employment, include smaller companies	12/3 STEM Industry profiles are available on website and would be useful tool for guidance counselors etc. The key now is getting school staff and students to use these LMI publications. E-newsletter with these publications was sent to our entire contact list in October.
	2016	Publicize the results of amp it up through our Communications Company/Intern	2/4 - Danvers School Committee had Danvers Amp it Up teachers and Medtronic student interns present at meeting 1/11/16. 2/4 Lynn Item featured Medtronic youth in article about youth employment.
	2015	Utilize teen employment examples to market program – build data base and profiles of examples of teen workers for publication.	ongoing

Objective #2: Improve and expand programs for immigrant youth and youth who have dropped out of school and/or are under/un-employed.

Activity:	Timeframe:	Benchmarks/Indicators of Success	Notes 2/4
Increased business partnership/participation on Youth Pipeline committee	2015 - 2017	Invite businesses to join committee, with at least 1 new per year	2/4 ongoing, looking for private businesses that may be willing to join committee.

		Businesses share hiring practices, collaborate with schools/Career Centers	
Increased awareness of tax incentives for businesses	2016	Staff at YCC,WIB, schools, are well versed and have handouts to provide to businesses to educate/encourage hiring of certain groups (incentive)	
Internship Development - for youth that champion businesses and make a connect back to educators on skills and themes taught	2015	6 Internships for Out of School Youth documented with profiles shared with school partners	2/4- 6 in school youth at Medtronic, hope to expand with other companies/ industries. Danvers HS, Beverly HS Marblehead HS and several others require seniors to complete an internship. WIB/Pipeline Committee asked to support this effort in any way.
Enhance work experience opportunities for youth (in particular in the areas beyond summer employment that include: internships, apprenticeships, OJT's etc.)	2015	Offer job shadow/internships/field trips /job placements at companies that may be lesser known to youth	2/4 ongoing, Amp it Up creates partnerships between schools. YouthBuild is working to create more partnerships for OJT/ Apprenticeships Steve Falvey discussed the importance of Apprenticeships in various industries, many employers believe it is limited to trades/union but

	2016	WIOA Goals being met for Youth Work Experience	that is not the case. We can work on creating more opportunities for youth & adults to begin apprenticeships to benefit employers and unemployed. Ongoing
	2015	Include Out Of School Youth staff in Amp It Up Externships	2/4- Out Of School Youth staff will participate in this round of Amp it Up.
	2016	Older Youth participate in Tours and other like programming to expose to the world of work	Catholic Charities staff visited GE and Compass is organizing company tours.
Improve communication and program activities between youth and adult career center services to provide these youth with the full cadre of services available to them.	2016	12 Older Youth participate in Adult Services programming including: resume writing workshops etc.	ongoing
	2016-2017	5-10 move onto occupational skills training via an ITA	ongoing
Improve participation in F1rstJob and other Teen Employment for at-risk populations	2015	300 Youth Works (depending on funding)	2/4 YouthWorks funding Summer 2016 had an increase from 10m to 11.5m statewide. This does not equal more jobs due to the increase in minimum wage, but we are pleased there is no decrease in funds.
	2016	350 Youth Works (depending on funding)	

	2015	Increase private sector job placements to 190 in 2015 and 200 in 2016	2/4 There was a need to increase private sector employers this year to make up for shortfall in state funding combined with the increase in minimum wage. This year we were able to place 240 youth in private sector jobs. (unsubsidized). We increase this goal annually.
Support YouthBuild with collaboration with WIOA Youth vendors	2016	<p>Documented participation of Youth moving from WIOA Youth services to YouthBuild – referrals from Youth Career Center when appropriate. Youth Career Center participate with NSCDC sharing info etc.</p> <p>YouthBuild a permanent agenda item for YPC. YPC oversees and helps advise YouthBuild activities. YPC builds</p>	<p>2/4 update, Felicia Pierce: YouthBuild has been awarded a WIOA grant for 10 youth. “Mental Toughness” took place in October & December. YB is still looking for help with recruiting youth, new contacts at Centerboard and Beverly HS have helped, they need more youth to enroll. Youth may walk in on Wednesdays at 10am.</p> <p>They are having an outreach event on Thursday February 11th.</p>

		relationships across the region for program, including Lynn and other low income areas. Help publicize the results of YouthBuild	
Support alternative education system as they work to implement HiSET.	2016 – 2017	Mini- study on how Hi-Set is impacting outcomes of WIOA participants (1 year out and then 2 years out)	Ongoing- Our FY15 WIA Systems review was conducted in November and went very well.