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Agenda
Youth Pipeline Committee
April 7th, 2016 8:00 AM

70 Washington Street , Salem - Career Center Conference Room

In Attendance:

Steve Falvey, NE Council of Carpenters
Mark Strout, Danvers High School
Laura Assade, City of Salem
Ann Marie O'Keefe- NS Youth Career Center
Carol Sullivan, Essex Tech
Nancy Marrs, Salem High School

Katie Crowder, Ed O'Sullivan- NS WIB
Kelly Conlin, Youth Villages
Debbie Amaral, Foster Parent
Mira Riggan for Linda Saris, LEAP
Felicia Pierce-North Shore CDC

- 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 Policy P-07 *update, committee review*
- IV. Future of Work- *overview, committee feedback*
- V. Customer Centered Design Challenge
- VI. AMP It Up – *placement update*
- VII. F1rstJobs – *report, update, planning 2016*
- VIII. YouthBuild update – North Shore CDC

Next meeting: 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 4/7
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	<p>We have sent a series of e-newsletters about all of our youth work, including one with all of our recent Labor Market publications.</p> <p>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.</p>
- 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)	2/4/16 Laura Assade from the City of Salem Mayor's Office and Kathleen Kelly from MA Rehab

<p>participate in WIB activities</p> <ul style="list-style-type: none"> - Increase relationship between community college & schools 	<p>2015 – 2017</p>	<p>Have meetings at local area schools with presentations about highlighted programming (ongoing)</p>	<p>Commission have joined the committee.</p> <p>Held 2/2015 Pipeline meeting at Essex Tech.</p> <p>4/7 Mark Strout invited committee to attend the Internship Fair at Danvers HS on June 6.</p> <p>YCC/WIB is working with LVTI for large job fair 4/14, will include NSCC, Salem State.</p> <p>Ongoing</p>
<ul style="list-style-type: none"> - Help us create new ways to connect K-12 system to world of work 	<p>2017</p>	<p>School partner feedback as well as company feedback on internships, placements or tours.</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>4/7 Laura Assade is in the process of developing a Youth Commission for Salem. She shared application and encouraged outreach to youth.</p>
<p>Increase connections for educators to connect curricula to the work world</p>	<p>2015 – 2017</p>		<p>4/7 We are wrapping up our Amp it Up Teacher externships. Professional Development with Christine</p>

<p>- Teacher Externships AMP It UP, Guidance Counselors Events</p>	<p>2016</p>	<p>14 externships</p>	<p>Shaw took place 11/19 & 4/4 and externships took place in February at GE, Medtronic, Microline Surgical, Applied Materials, Cell Signaling. Teachers from Catholic Charities, Peabody HS, Lynn English, and Beverly HS. Lesson plans will be shared the beginning of May</p> <p>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.</p> <p>Total 14 externships completed 2015-16.</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>4/7 Employer 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 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>Youth Career Center staff is working on job fairs at several schools, increasing employer outreach this Spring. LVTI, Lynn Classical, Lynn English,</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 at schools, career fairs, etc. 	<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>Danvers HS all to take place in April.</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>4/7 Medtronic is continuing the program for 2016-17 school year, application is open.</p> <p>4/7 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. WIOA Vendor Compass toured Artisan Asylum in Somerville.</p>
<p>F1rstJobs and Teen Employment</p> <p>Increase employer participation in F1rstJobs</p> <p>Increase employer awareness of youth employment</p>	<p>2015</p>	<p>Send F1rstJobs report and Labor Market Blueprint to all that were involved in F1rstJobs</p>	<p>4/7 F1rstJobs 2015 -599 youth were placed in jobs, 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</p>

<p>Support education in STEM through school and employer relations</p>			<p>in employment. Application and RFP are both out and we have already received applicants for both.</p> <p>12/3 2015 Youth Blueprint has been updated and shared, is available for download on our website.</p> <p>4/7 we have a promotional pamphlet with youth profiles for F1rstjobs outreach, will be updated for 2016.</p> <p>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.</p> <p>2/4 - Danvers School Committee had Danvers Amp it Up teachers and Medtronic student interns present at meeting 1/11/16.</p>
	2016	<p>One-pager sent to those not involved – include mini profiles of youth employment from F1rstJobs 2014</p>	
	2016	<p>Expand profiles to include various industries, youth photos, etc. Employ assistance of Communications Company and/or intern</p>	
	2015	<p>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</p>	
	2016	<p>Publicize the results of amp it up through our Communications Company/Intern</p>	

	2015	Utilize teen employment examples to market program – build data base and profiles of examples of teen workers for publication.	2/4 Lynn Item featured Medtronic youth in article about youth employment. ongoing
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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 Businesses share hiring practices, collaborate with schools/Career Centers	4/7 ongoing, looking for private businesses that may be willing to join committee.
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	4/7 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	4/7 ongoing, Amp it Up creates partnerships between schools. YouthBuild is working to create more partnerships for OJT/ Apprenticeships YouthBuild is working with Career Center in attempts to create more OJTs
	2016	WIOA Goals being met for Youth Work Experience	Ongoing
	2015	Include Out Of School Youth staff in Amp It Up Externships	4/7-Out Of School Youth staff participated 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 went on a company tour of Artisan Asylum.
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)	4/7- 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	4/7 There is again a need to increase private sector employers this year to make up for the increase in minimum wage. 2015 we placed 240 youth in private sector jobs. (unsubsidized). We increase this goal annually.
Support YouthBuild with collaboration with WIOA Youth vendors	2016	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.	4/7 update, Felicia Pierce: YouthBuild has been awarded a WIOA grant for 10 youth. “Mental Toughness” took place in October & December, February and will be starting again in May. YB is still looking for help with recruiting youth. Outreach event in Lynn at Gregg House helped, but they need more youth to

		<p>YouthBuild a permanent agenda item for YPC. YPC oversees and helps advise YouthBuild activities. YPC builds relationships across the</p>	<p>enroll. Youth may walk in on Wednesdays at 10am. Additional outreach efforts include “Little Libraries” at the YMCA and CDC office, a playhouse at the North Shore Mall, and various community service events. Get to the Point Day April 15th 3pm-7pm at Peabody Street Park</p> <p>Community Partners Breakfast- Tuesday May 3rd 8:30-9:30am at 135 Lafayette Street Playhouse Palooza- a playhouse built by YouthBuild will be on display and raffle tickets sold for CASAS. Display is April 15th-25th at the North Shore Mall</p> <p>YouthBuild Day at the State House Thursday 4/14</p>
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		<p>region for program, including Lynn and other low income areas.</p> <p>Help publicize the results of YouthBuild</p>	
<p>Support alternative education system as they work to implement HiSET.</p>	<p>2016 – 2017</p>	<p>Mini- study on how Hi-Set is impacting outcomes of WIOA participants (1 year out and then 2 years out)</p>	<p>Ongoing- Our FY15 WIA Systems review was conducted in November and went very well.</p> <p>4/7- Committee approved updated version of our Policy P-07 to be used for WIOA Youth Eligibility.</p>