



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

www.northshorewib.com

Agenda

Youth Pipeline Committee

February 2, 2017 8:00 AM

70 Washington Street , Salem - Career Center Conference Room

In attendance:

Steve Falvey, NE Council of Carpenters
Mark Strout, Danvers High School
Kayla Dorst for Linda Saris, LEAP
Fran Troutman, Catholic Charities
Kathleen Kelly, MA Rehab
Tom Silvia, TJX Company
Felicia Pierce-North Shore CDC
Paula Reynolds, Eliza Corporation

Susan Curry, North Shore Community College
Laura Assade, City of Salem
Emily Ullman, Salem Public Schools
Myra Caldeira Salem Public Schools
Allison Langlois, Essex County DA office
Katie Crowder, Ed O'Sullivan, North Shore WIB
Ann Marie O'Keefe North Shore Youth Career Center

- I. Introductions
- II. Objectives and Tasks for 2016-17
 - Promote movement of Older Youth into Adult services including training and current sector initiatives;
 - Promote tours of companies for youth – in particular in the Life Sciences, Manufacturing and I.T. Industries;
 - Ensure WIOA goals being met for Youth Work Experience as well as new elements established in WIOA;
 - Document Internships and create profile to be shared with local schools;
 - Invite 1 additional business to join Youth Pipeline Committee;
 - 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. DESE Site visit
- IV. State Funding
- V. Career Center/WIOA Youth RFP Process
- VI. Youthworks Year Round -update
- VII. YouthBuild update – North Shore CDC

Next meetings: April 6, June 1

YOUTH PIPELINE GOALS AND OBJECTIVES 2015 - 2017

WIB 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:	Time frame:	Benchmarks/Indicators of Success	Notes
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	2/2 New members from Salem Public Schools- Myra Caldeira and Emily Ullman. We need a new representative from the Lynn schools, other districts if possible. Current membership from schools includes Salem, Danvers, Peabody, Essex Tech. Several suggestions on a Lynn Schools rep were made by the group
- Invite representatives from public high schools (and middle schools) to join committee and to participate in WIB activities	2015-2017	2 additional members from local schools (Salem and Beverly)	Beverly has participating in Amp it Up and students are in the Medtronic Internship

<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>We will consider a school meeting this year as well</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>We have been awarded a new Amp it Up grant, will help with getting manufacturing info to schools.</p>
<p>Increase connections for educators to connect curricula to the work world</p> <ul style="list-style-type: none"> - Teacher Externships AMP It UP, Guidance Counselors Events - LMI Education seminars (held quarterly) given to school groups, as well as community organizations that serve youth - Increase partnerships between businesses & Tech schools. 	<p>2015 – 2017</p> <p>2016</p> <p>2015 – 2016</p> <p>2017</p>	<p>14 externships</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>Youth and Business Forum (of some kind)</p>	<p>7 teachers each for 2015 & 16, We are just starting a new Spring 2017 Amp it Up. 7 interested teachers so far, any more should contact us. Always looking to add new companies to the program. Right now we have 6 interested</p> <p>New CVTE grant or Amp it Up grant could cover costs of another event</p> <p>“ “</p>

<p>- Develop Internships for Youth that champion Businesses and make connection back to educators and skills and themes taught in schools.</p> <p>- Support various types of student exposure to the word of work, including tours, company presentations at schools, career fairs, etc.</p>	<p>2016 – 2017</p> <p>2016 – 2017</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>6 @ Medtronic for 2015 and 9 for 2016, Mary is in talks to have a second company replicate Medtronic’s program.</p> <p>Ongoing 2015-16-5 tours 2016-17 1 so far (Microline Surgical) WIB helped set up tour of Microline Surgical for LVTI students Danvers HS students have toured Medtronic</p>
<p>F1rstJobs and Teen Employment</p> <p>Increase employer participation in F1rstJobs</p> <p>Increase employer awareness of youth employment</p> <p>Support education in STEM through school and employer relations</p>	<p>2015</p> <p>2016</p>	<p>Send F1rstJobs report and Labor Market Blueprint to all that were involved in F1rstJobs</p> <p>One-pager sent to those not involved – include mini profiles of youth employment from F1rstJobs 2014</p>	<p>F1rstjobs report is final, summary is included in meeting package for committee review. Suggestions for next year from committee include: starting earlier, revamping workshop schedule, training agencies to deliver the workshops. We need more private funding this year as well as more unsubsidized jobs as less state funding and increase in minimum wage.</p> <p>New outreach options are being discussed</p>

	2016	Expand profiles to include various industries, youth photos, etc. Employ assistance of Communications Company and/or intern	
	2015	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	
	2016	Publicize the results of amp it up through our Communications Company/Intern	
	2015	Utilize teen employment examples to market program – build data base and profiles of examples of teen workers for publication.	

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	2/2
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	Asked members to consider businesses that might join

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)	Mary Sarris shared that she has worked with Joan Lovely on introducing tax incentive for hiring teens
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	Ongoing- need to consider ways to share experiences and add companies
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	Job shadow days/career days- more likely now that we have additional funding
	2016	WIOA Goals being met for Youth Work Experience	12/1 meeting we shared our WIOA youth performance measures, we are meeting or exceeding all goals currently, despite smaller contracts/ less funding
	2015	Include Out Of School Youth staff in Amp It Up Externships	Catholic Charities included for 2016
	2016	Older Youth participate in Tours and other like programming to expose to the world of work	
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.	

	2016-2017	5-10 move onto occupational skills training via an ITA	1 Catholic Charities youth completed Adv. Manufacturing training program. 1 YouthBuild student is entering CNA training program this month.
Improve participation in FirstJob and other Teen Employment for at-risk populations	2015	300 Youth Works (depending on funding)	Funding for 207
	2016	350 Youth Works (depending on funding)	Funding for 212
	2015	Increase private sector job placements to 190 in 2015 and 200 in 2016	Achieved
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.	YouthBuild update from Felicia Pierce- DOL has approved next cycle of funding, program recruitment continues. New grant allows for students in other cities Felicia has made many contacts in the area but they're always looking for more referrals. The program is getting stronger with a number of morale boosting events such as the recent prom, upcoming graduation. They completed 3 days of service for MLK day and are hosting a Career Fair March 9 th . Santander Bank is facilitating Financial Literacy for students. YB has hired one of their graduates as a part time employee.

		<p>YouthBuild a permanent agenda item for YPC. YPC oversees and helps advise YouthBuild activities. YPC builds relationships across the region for program, including Lynn and other low income areas.</p> <p>Help publicize the results of YouthBuild</p>	<p>Mark Strout shared that Danvers HS guidance will share Youthbuild info whenever student considers dropping out.</p>
<p>Support alternative education system as they work to implement HiSET</p>	<p>206 – 2017</p>	<p>Mini- study on how Hi-Set is impacting outcomes of WIOA participants</p> <p>(1 year out and then 2 years out)</p>	

WIA Youth RFP Schedule for FY 2018

	FY 2018 Proposed
RFP Review and Enhancements / Information to Dave McDonald	March 2017
RFP Release	March 20
Bidders Conference (2PM – Downstairs Conference Room)	March 30
Review and Enhance “Rider” Section of Contracts	On-going
Due Date of Proposal	April 14th
Proposals to Youth Pipeline Committee Review Team and Career Center for Review and Comments	By April 17th
Career Center Comments and WIB Staff Complete	By April 20th
Summary “Booklet” Complete and Emailed to Youth Pipeline Committee (YPC) Review Team	By April 20th
*Non-Price Proposal Review by YPC Review Team (4 Members)....WIB Staff Will Advise	April 24th or 25th
*Price Proposal Review – Final Selection by YPC Review Team (4 Members)WIB Staff Will Advise	April 27th or 28th
Sub-Committee Presents Selection to YPC	May 2, 3, 4, 5
Board Approval (last meeting)	May 11, 2017
Draft and Review Contracts (2-Year Contract)	First week of June
Contract Start	July 1, 2017

	2015 Actual
RFP Review and Enhancements	March 2015
Information to Dave McDonald	
RFP Release	March 10
Bidders Conference (2PM – Downstairs Conference Room)	March 31
Review and Enhance “Rider” Section of Contracts	On-going
Due Date of Proposal	April 17th
Proposals to Youth Pipeline Committee Review Team and Career Center for Review and Comments	By April 30
Career Center Comments and WIB Staff Complete	By May 15
Summary “Booklet” Complete and Emailed to Youth Pipeline Committee (YPC) Review Team	By May 15
*Non-Price Proposal Review by YPC Review Team (4 to 6 Members)...WIB Staff Will Advise	Week of May 15th
*Price Proposal Review – Final Selection by YPC Review Team (4 to 6 Members)WIB Staff Will Advise	Week of May 15th
Sub-Committee Presents Selection to YPC	May 28
Board Approval - *Electronic (*Last Board Meeting May 9)	TBD
Draft and Review Contracts (2-Year Contract)	June 1
Contract Start	July 1, 2013