



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

Agenda
Youth Pipeline Committee
May 4, 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
Kathleen Kelly, MA Rehab
Felicia Pierce-North Shore CDC

Laura Assade, City of Salem
Allison Langlois, Essex County DA office
Katie Crowder, Ed O'Sullivan, Mary Sarris, NSWIB
Ann Marie O'Keefe, North Shore Career Center
Eve Noss, North Shore WIB/Career Centers

- I. Introductions
- II. Objectives and Tasks for 2017
 - 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. Monitoring of Youth Programs
- IV. AMP IT UP and other State Funding
- V. Career Center/WIOA Youth RFP Process and review schedule
- VI. Youthworks Year Round/ Summer -update
- VII. YouthBuild update – North Shore CDC

Next meeting: 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 |
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| 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 participated in Amp it Up and students are in the Medtronic Internship |

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| <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>5/4 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>5/4 7 teachers each for 2015 & 16, We are wrapping up Spring 2017 Amp it Up. 7 teachers, 6 companies, 2 are new companies</p> <p>New CVTE grant or Amp it Up grant could cover costs of another event</p> <p>“ “</p> |

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| <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>5/4 Interviews scheduled for Medtronic 2017-18, likely to take on 9 again next year</p> <p>Ongoing</p> <p>2015-16-5 tours</p> <p>2016-17 (Microline Surgical)</p> <p>WIB helped set up tour of Microline Surgical, Innovent, North Shore Medical Center, Solectria, IRA Toyota, and Cardinal Shoe. Students from LVTI attended EASTEC expo</p> <p>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> |

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| | 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 | 5/4 |
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| 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 |

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| 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 5/4 CVTE grant has coordinated 6 trips so far |
| | 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 5/4 we have not received our WIOA allocations so we will be extending current contracts through September |
| | 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 | 2016 | 12 Older Youth participate in Adult Services programming including: resume writing workshops etc. | |

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| the full cadre of services available to them. | 2016-2017 | 5-10 move onto occupational skills training via an ITA | 1 Catholic Charities youth completed Adv. Manufcaturing training program. 1 YouthBuild student is in CNA training program |
| Improve participation in F1rstJob 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 |
| | 2017 | 200+ Youthworks | Funding for 182 youth |
| 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. The program is getting stronger and theya re working with more employers. They have youth and staff on the Salem Youth Commision and they have been working on Get to the Point day, a parklet, and Student Government Day. |

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| | | <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 |
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| 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 |

AMP IT UP

| School | Subject(s) | Company |
|---------------|-------------------------------------|----------------|
| Danvers | Algebra | GE |
| Danvers | Math | Innovent |
| LVTI | Engineering | Bomco |
| Danvers | Anatomy & Physiology, Biology | Microline |
| Ipswich | Chemistry Biology | Medtronic |
| Lynn English | Biotechnology,Forensics, Biology | Seqwell |
| Lynn English | Earth Science, Biology | Microline |

- The first professional development session took place in late March. All visits have been completed in May and final professional development session is June 8.
- We have two companies joining Amp it Up for the first time- Seqwell and Innovent!
- The teachers and companies were all happy with their visits.

Connecting Activities STEM Career Vocational Technical Education Grant

The purpose of this state-funded competitive Connecting Activities STEM Career Vocational Technical Education (CVTE) Grant is to offer access to career exploration and immersion experiences for CVTE students that are underrepresented in STEM fields to incentivize them to pursue STEM careers. The career experiences will be designed and implemented by Workforce Development Boards in partnership with at least one high school with CVTE programming. Eligible students are secondary students enrolled in either Chapter 74 or Carl D. Perkins Career and Technical Education (Perkins) programs. Services provided are to supplement currently funded local, state, and federal programs.

The North Shore WIB has hired a part time professional staff to assist in the implementation of this grant. She is working with Essex Technical High School, Lynn Vocational Technical Institute, and the vocational programs at Gloucester High School. Our goal is to provide career exploration to as many Juniors in these schools as we can before the school year ends. So far, we have had trips to Innovent, North Shore Medical Center, Solectria, IRA Toyota, and Cardinal Shoe. Students from LVTI attended EASTEC, a large scale manufacturing expo in Springfield. In addition, we held a job fair at LVTI with over 65 employers and assisted at other job fairs in the area.

F1rstjobs/Youthworks

- Youthworks Award is 495,682 for 182 youth. This represents a 9% budget cut combined with a \$1 increase in minimum wage.
- We have received proposals from 27 nonprofits requesting funding for summer youth.
- We are still seeking private funding as well as private businesses to hire youth unsubsidized.
- Award letters are being sent out this week (June 1)