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Agenda

Youth Pipeline Committee

December 1, 2016 8:00 AM

70 Washington Street , Salem - Career Center Conference Room

In Attendance:

Katie Crowder, Ed O’Sullivan, North Shore WIB
Steve Falvey, NE Council of Carpenters
Mark Strout, Danvers High School
Debbie Amaral, Foster Parent
Kayla Dorst for Linda Saris, LEAP
Fran Troutman, Catholic Charities

Ann Marie O’Keefe, North Shore Youth Career Ctr
Kathleen Kelly, MA Rehab
Felicia Pierce-North Shore CDC
Paula Reynolds, Eliza Corporation
Susan Curry, North Shore Community College
Myra Caldeira, Salem Public Schools

- 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. WIOA – performance, *status of new elements, increase in out of school focus, etc.*
- IV. F1rstJobs 2016 review
- V. Future of Work- *update*
- VI. Youthworks Year Round -update
- VII. YouthBuild update – North Shore CDC

Next meetings: February 2, 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 |
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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 | 12/1 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) | Salem is included, WIB has newly formed relationship in Beverly, we may ask at later date. Beverly is participating in Amp it Up and students 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 held a meeting at Essex Tech in 2015- 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 a new Amp it Up grant application out now, 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, application is out for a winter/ Spring 2017 Amp it Up. Interested teachers should contact us. Always looking to add new companies to the program.</p> <p>Nov 2015 event was a success, working on budget to hold event this winter/spring</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>Ongoing, 2015-16 was very successful but we’d like more company tours this year</p> <p>WIB helped set up tour of Microline Surgical for LVTI students</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>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>Expand profiles to include various industries, youth photos, etc. Employ assistance of Communications Company and/or intern</p> | <p>F1rstjobs report is being finalized, 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.</p> |

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| | 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 | 12/1 |
|--|-------------|---|---|
| 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 |

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| 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? |
| | 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 F1rstJob and other Teen | 2015 | 300 Youth Works (depending on funding) | Funding for 207 |

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| <p>Employment for at-risk populations</p> | <p>2016 2015</p> | <p>350 Youth Works (depending on funding) Increase private sector job placements to 190 in 2015 and 200 in 2016</p> | <p>Funding for 212</p> |
| <p>Support YouthBuild with collaboration with WIOA Youth vendors</p> | <p>2016</p> | <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 relationships across the region for program, including Lynn and other low income areas.</p> <p>Help publicize the results of YouthBuild</p> | <p>YouthBuild update from Felicia Pierce- DOL has approved next cycle of funding, program recruitment continues. 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. Currently they are working on a rehab project in Salem.</p> <p>Mark Strout shared that Danvers HS guidance will share Youthbuild info whenever student considers dropping out.</p> |

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| Support alternative education system as they work to implement HiSET | 206 – 2017 | Mini- study on how Hi-Set is impacting outcomes of WIOA participants (1 year out and then 2 years out) | |
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WIOA YOUTH PERFORMANCE

| TAB 11 - WIA TITLE I PERFORMANCE MEASURES | | | | | | | | | | |
|--|------------------------------|-----------------------------------|--|---------------------------------------|--------------------------------------|--|---|--------------------------------------|-------------------|----------------------------------|
| FY16 QUARTER ENDING MARCH 31, 2016 | | | | | | | | | | |
| CHART 7 - YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION RATE IN FIRST QUARTER AFTER EXIT | | | | | | | | | | |
| WORKFORCE INVESTMENT AREA | [B] Total Number of Exits | [C] Medical & Other Exclusions | [D] Employment or Education at Registrations Exclusions | [E=B-C-D] Adjusted Number of Exits | [F] Number of Wage Record Matches | [G] Number of Supplemental Employment/Education | [H=F+G] Total Number of Employment/Education | [I=H/E] Employment/Education Rate | [J] Local Goal | [K=I/J] Percent of Local Goal |
| Berkshire | 30 | 0 | 1 | 29 | 16 | 2 | 18 | 62% | 75% | 83% |
| Boston | 87 | 3 | 16 | 68 | 42 | 8 | 50 | 74% | 76% | 97% |
| Bristol | 42 | 2 | 2 | 38 | 29 | 6 | 35 | 92% | 76% | 121% |
| Brockton | 16 | 0 | 1 | 15 | 10 | 0 | 10 | 67% | 81% | 82% |
| Cape Cod & Islands | 18 | 1 | 3 | 14 | 11 | 1 | 12 | 86% | 83% | 103% |
| Central Mass | 81 | 2 | 6 | 73 | 47 | 19 | 66 | 90% | 83% | 109% |
| Franklin/Hampshire | 18 | 1 | 1 | 16 | 11 | 1 | 12 | 75% | 80% | 94% |

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|---------------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|
| Greater Lowell | 84 | 0 | 10 | 74 | 33 | 11 | 44 | 59% | 77% | 77% |
| Greater New Bedford | 25 | 4 | 4 | 17 | 14 | 0 | 14 | 82% | 75% | 110% |
| Hampden | 121 | 3 | 6 | 112 | 62 | 34 | 96 | 86% | 82% | 105% |
| Merrimack Valley | 40 | 0 | 11 | 29 | 24 | 1 | 25 | 86% | 83% | 104% |
| Metro North | 92 | 2 | 9 | 81 | 54 | 11 | 65 | 80% | 77% | 104% |
| Metro South/West | 49 | 2 | 18 | 29 | 22 | 6 | 28 | 97% | 83% | 116% |
| North Central Mass | 53 | 3 | 17 | 33 | 17 | 8 | 25 | 76% | 79% | 96% |
| North Shore | 17 | 0 | 4 | 13 | 10 | 3 | 13 | 100% | 83% | 120% |
| South Shore | 44 | 0 | 0 | 44 | 23 | 1 | 24 | 55% | 83% | 66% |
| STATE TOTALS | 817 | 23 | 109 | 685 | 425 | 112 | 537 | 78% | 83% | 94% |

Notes:

WIA Title I Performance is calculated by matching WIA youth aged 14-21 exiters in the cohort period.

Youth exiters who were employed or in education at registration or who left the program for medical reasons are excluded from calculation.

Placement in Employment or Education Rate is based on the number of matches in the first quarter following program exit.

For individuals not found in wage records, supplemental data on post-program employment or education is drawn from employment follow-up and retention data recorded on MOSES.

Performance Data are based on a rolling four quarter period, refer to Tab 13 to see report period cohorts.

TAB 11 - WIA TITLE I PERFORMANCE MEASURES

FY16 QUARTER ENDING MARCH 31, 2016

CHART 8 - YOUTH DEGREE OR CERTIFICATE ATTAINMENT RATE (EXITERS)

| WORKFORCE INVESTMENT AREA | [B] Total Number of Exiters | [C] Medical and Other Exclusions | [D] No Education Exclusions | [E=B-C- D] Adjusted Number of Exiters | [F] Number Attained Degree/ Certif | [G=F/ E] Degree / Certif Attain ment Rate | [H] Lo cal Go al | [I=G /H] Perc ent of Loca l Goal |
|----------------------------------|---|--|--------------------------------------|--|--|---|------------------------------|---|
| Berkshire | 30 | 0 | 1 | 29 | 20 | 69% | 70 % | 99% |
| Boston | 87 | 3 | 22 | 62 | 34 | 55% | 61 % | 90% |
| Bristol | 42 | 2 | 1 | 39 | 26 | 67% | 67 % | 100 % |
| Brockton | 16 | 0 | 1 | 15 | 4 | 27% | 75 % | 36% |
| Cape Cod & Islands | 18 | 1 | 0 | 17 | 13 | 76% | 75 % | 102 % |
| Central Mass | 81 | 2 | 45 | 34 | 19 | 56% | 75 % | 75% |
| Franklin/Hampshire | 18 | 1 | 5 | 12 | 10 | 83% | 65 % | 128 % |
| Greater Lowell | 84 | 0 | 0 | 84 | 53 | 63% | 71 % | 89% |

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|---------------------|------------|-----------|------------|------------|------------|------------|------------|------------|
| Greater New Bedford | 25 | 4 | 6 | 15 | 13 | 87% | 64% | 135% |
| Hampden | 121 | 3 | 43 | 75 | 45 | 60% | 68% | 88% |
| Merrimack Valley | 40 | 0 | 0 | 40 | 24 | 60% | 75% | 80% |
| Metro North | 92 | 2 | 0 | 90 | 68 | 76% | 69% | 110% |
| Metro South/West | 49 | 2 | 4 | 43 | 35 | 81% | 75% | 109% |
| North Central Mass | 53 | 3 | 2 | 48 | 38 | 79% | 75% | 106% |
| North Shore | 17 | 0 | 0 | 17 | 14 | 82% | 75% | 110% |
| South Shore | 44 | 0 | 41 | 3 | 1 | 33% | 70% | 48% |
| STATE TOTALS | 817 | 23 | 171 | 623 | 417 | 67% | 75% | 89% |

Notes:

WIA Title I Performance is calculated for all WIA Title I Youth (aged 14-21) who exited during the cohort period. Exiters who left the program for medical or institutionalized reasons are excluded from calculation. Exiters who did not receive education services during participation are excluded from the calculation.

Performance Data are based on a rolling four quarter period, refer to Tab 13 to see report period cohorts.

**TAB 11 - WIA TITLE I PERFORMANCE MEASURES
FY16 QUARTER ENDING MARCH 31, 2016
CHART 9 - YOUTH LITERACY/NUMERACY GAIN**

| WORKFORCE INVESTMENT AREA | [B] Total Number of Participa nts | [C] Exite rs Befo re 1 Yea r | [D] In Pg m Tha n 1 Yea r | [E] Pre Test ed | [F] Post Test ed | [G=F/ G] Percen t Post Tested | [H] Increase d 1+ Function ing Levels | [I=H/B] Literac y/ Numera cy Rate | [J] Local Performa nce Level Goal | [K=I/ J] Perce nt of Local Goal |
|----------------------------------|--|---|---|--------------------------|---------------------------|--|--|--|--|--|
| Berkshire | 8 | 5 | 3 | 6 | 4 | 67% | 3 | 38% | 40% | 94% |
| Boston | 106 | 67 | 39 | 86 | 36 | 42% | 16 | 15% | 35% | 43% |
| Bristol | 24 | 10 | 14 | 22 | 19 | 86% | 16 | 67% | 32% | 208% |
| Brockton | 11 | 3 | 8 | 11 | 1 | 9% | 1 | 9% | 50% | 18% |
| Cape Cod & Islands | 2 | 2 | 0 | 1 | 1 | 100% | 1 | 50% | 30% | 167% |
| Central Mass | 53 | 33 | 20 | 49 | 44 | 90% | 39 | 74% | 45% | 164% |



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|---------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| | 6 | 1 | 5 | 6 | 5 | 83% | 4 | 67% | | |
| Greater Lowell | 16 | 14 | 2 | 15 | 8 | 53% | 6 | 38% | 45% | 83% |
| Greater New Bedford | 48 | 17 | 31 | 48 | 22 | 46% | 20 | 42% | 37% | 113% |
| Hampden | 104 | 31 | 73 | 97 | 69 | 71% | 62 | 60% | 42% | 142% |
| Merrimack Valley | 23 | 19 | 4 | 19 | 11 | 58% | 10 | 43% | 35% | 124% |
| Metro North | 49 | 34 | 15 | 47 | 32 | 68% | 30 | 61% | 46% | 133% |
| Metro South/West | 15 | 8 | 7 | 15 | 12 | 80% | 11 | 73% | 45% | 163% |
| North Central Mass | 17 | 16 | 1 | 17 | 13 | 76% | 12 | 71% | 45% | 157% |
| North Shore | 12 | 5 | 7 | 12 | 10 | 83% | 10 | 83% | 50% | 167% |
| South Shore | 5 | 2 | 3 | 3 | 2 | 67% | 2 | 40% | 40% | 100% |
| STATE TOTALS | 499 | 267 | 232 | 454 | 289 | 64% | 243 | 49% | 45% | 108% |

Notes: The Youth Literacy/Numeracy measure is calculated for Out of School, Basic Skills Deficient WIA Title I Youth who have been in the program for a minimum of one (1) year or who have exited before one year, whether pre-tested and/or post-tested.

F1rstJobs Report 2016

Summary:

The summer of 2016 represents the twelfth year of F1rstJobs, a community wide effort to provide meaningful summer experience for North Shore Youth—experiences that pave the way to healthy career exploration and development. Given the limited resources available for summer youth employment, we must continue to seek out the most effective way to engage youth into the labor market.

Highlights of our Program:

- 597 youth got jobs!
- 1,529 came to us looking for employment- a 10% increase from 2015.
- We had a placement rate of 39.0%, we always want to get that number up!
- 180 Private and non-profits hired youths last summer.

- Job readiness workshops are required of youth applying to grant funded positions and recommended for all youth. The job readiness workshops prepare youth by giving them the skills needed to succeed once they gain employment.

Recommendations for Summer 2017 and Beyond:

(Recommendations from Pipeline Committee)

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What Employers Said About F1rstJobs:

- I have worked with you for many years in a few capacities, I love your program and intend to continue the relationship!
- Our students who helped with our Zero Robotics program were excellent; the administrative assistants had a good work ethic.
- F1rst jobs has been a wonderful partnership and gives our youth the chance to work.
- Great organization and staff!
- I want to hire them all back next year if possible!

Professional Development Opportunity



for Teachers in **STEM**



The North Shore Workforce Investment Board is offering an exciting Professional Development Opportunity this Winter for teachers in STEM areas.

AMP IT UP provides a day-long mini-externship to STEM teachers in local companies. Teachers would observe how the math and science skills that they teach under the Massachusetts Curriculum Frameworks are applied in the day-to-day activities of these companies. Two half day sessions (one