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Agenda

Youth Pipeline Committee
October 1, 2015, 2015 8:00AM

70 Washington Street , Salem - Career Center Conference Room

Members in attendance:

Steve Falvey, NE Council of Carpenters
Mark Strout, Danvers High School
Linda Saris, LEAP
Nancy Marrs, Salem High School
Felicia Pierce, North Shore CDC
Susan Curry, North Shore Community College

Stan Usovicz, Verizon
Ann Marie O'Keefe, North Shore Youth Career Center
Mary Sarris, Ed O'Sullivan, Katie Crowder- North Shore WIB

- 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
 - Host employer forum for 50+ youth with critical industry leaders in November 2015
 - 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 - *update*
- V. F1rstJobs - *update*
- VI. YouthBuild update – North Shore CDC

Next meetings: 12-3-15, 2-4-16, 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 4/2
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	10/1- continued discussion surrounding outreach. We have sent an updated Labor Market Information e-newsletter with relevant information for HS staff. We have also created large color posters with LMI information, with links to access more information. Posters shared at meeting and we will continue to share on a regular basis to youth serving organizations and to schools.
- 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)	2015- Nancy Marrs from Salem High School has joined the committee.

<p>- Increase relationship between community college & schools</p>	<p>2015 – 2017</p>	<p>Have meetings at local area schools with presentations about highlighted programming (ongoing)</p>	<p>Held 2/2015 Pipeline meeting at Essex Tech.</p>
<p>- Help us create new ways to connect K-12 system to world of work</p>	<p>2017</p>	<p>School partner feedback as well as company feedback on internships, placements or tours.</p>	<p>10/1 Always looking for additional schools to join the committee. LMI newsletter sent to all contacts, Pipeline committee asked to share this information with any school personnel who may use it.</p>
<p>Increase connections for educators to connect curricula to the work world</p> <p>- Teacher Externships AMP It UP, Guidance Counselors Events</p>	<p>2015 – 2017</p> <p>2016</p>	<p>14 externships</p>	<p>10/1 we are preparing for our next round of Amp it Up Teacher externships. Professional Development with Christine Shaw to take place for two ½ days, and externships will take place throughout Fall at STEM companies. 10/1 Amp it Up Spring 2015 took place March - June 2015 with 7 teachers and will do another round with up to 10 teachers for Fall 2015. Lesson plans are on the website.</p>

<ul style="list-style-type: none"> - LMI Education seminars (held quarterly) given to school groups, as well as community organizations that serve youth 	<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>10/1- We are looking to hold an employer event for youth and school staff to hear directly from employers in the critical industries listed in our blueprint. Event to take place in November 2015</p>
<ul style="list-style-type: none"> - Increase partnerships between businesses & Tech schools. 	<p>2017</p>	<p>Youth and Business Forum (of some kind)</p>	
<ul style="list-style-type: none"> - Develop Internships for Youth that champion Businesses and make connection back to educators and skills and themes taught in schools. 	<p>2016 – 2017</p>	<p>Create 12 new internship opportunities with STEM companies Internships documented</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>We hope to replicate the Medtronic program at these companies in the next school year.</p>
<ul style="list-style-type: none"> - Support various types of student exposure to the word of work, including tours, company presentations at schools, career fairs, etc. 	<p>2016 – 2017</p>	<p>4 - 6 Tours of STEM related companies in local area</p>	<p>10/1 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 hope to arrange more tours as the school year goes on.</p>
<p>F1rstJobs and Teen Employment</p>	<p>2015</p>	<p>Send F1rstJobs report and Labor Market</p>	<p>10/1 F1rstJobs report is in process, 595 youth were</p>

	2015	Utilize teen employment examples to market program – build data base and profiles of examples of teen workers for publication.	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 2/5
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	10/1- 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	10/1- 6 in school youth at Medtronic, hope to expand with other companies/ industries. Mark Strout added that Danvers HS will require all seniors to complete and internship this year. Beverly HS and

			several others have this requirement as well. 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	10/1- ongoing, Amp it Up creates partnerships between schools. YouthBuild is working to create more partnerships for OJT/Apprenticeships
	2016	WIOA Goals being met for Youth Work Experience	Ongoing
	2015	Include Out Of School Youth staff in Amp It Up Externships	10/1 three 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	
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)	10/1 YouthWorks funding Summer 2015 had a minimal cut from 2014- our goal was for 207 youth, we placed 278 youth.
	2016	350 Youth Works (depending on funding)	

	2015	Increase private sector job placements to 190 in 2015 and 200 in 2016	10/1 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).
Support YouthBuild with collaboration with WIA 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 relationships across the region for program, including Lynn and other low income areas.</p> <p>Help publicize the results of YouthBuild</p>	10/1 update, Felicia Pierce: YouthBuild has been awarded a WIOA grant for 10 youth. “Mental Toughness” begins this week for orientation for 15 youth. 22 youth participated last year and they are working with them to enter employment or enroll in college. Next round will begin in December with up to 20 youth.

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
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