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Agenda  
Youth Pipeline Committee  
April 7<sup>th</sup>, 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 6/2
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	<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, &amp; 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)	Laura Assade from the City of Salem Mayor's Office and Kathleen Kelly from

<p>participate in WIB activities</p> <p>- Increase relationship between community college &amp; schools</p>	<p>2015 – 2017</p>	<p>Have meetings at local area schools with presentations about highlighted programming (ongoing)</p>	<p>MA Rehab Commission have joined the committee.</p> <p>Held 2/2015 Pipeline meeting at Essex Tech.</p> <p>YCC/WIB worked with LVTI for large job fair 4/14 which included include NSCC, Salem State, 70 tables</p> <p>Ongoing</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>LMI newsletter sent to all contacts, Pipeline committee asked to share this information with any school personnel who may use it.</p> <p>6/2 Youth Commission for Salem has recently been confirmed, youth selected.</p>
<p>Increase connections for educators to connect curricula to the work world</p>	<p>2015 – 2017</p>		<p>6/2 We wrapped up our Amp it Up Teacher externships. Professional Development with Christine Shaw took place 11/19 &amp; 4/4 and externships took place in February at GE, Medtronic, Microline Surgical, Applied Materials, Cell Signaling. Teachers</p>

<ul style="list-style-type: none"> <li>- Teacher Externships AMP It UP, Guidance Counselors Events</li> </ul>	<p>2016</p>	<p>14 externships</p>	<p>from Catholic Charities, Peabody HS, Lynn English, and Beverly H completed Lesson plans which are on website.</p> <p>Amp it Up Spring 2015 took place March -June 2015 with 7 teachers another round with 7 teachers completed in Fall 2015/Winter 2016. Lesson plans are on the website.</p> <p>Total 14 externships completed 2015-16.</p>
<ul style="list-style-type: none"> <li>- LMI Education seminars (held quarterly) given to school groups, as well as community organizations that serve youth</li> </ul>	<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>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 worked on job fairs at several schools, increasing employer outreach this Spring. LVTI, Lynn Classical, Lynn English, Danvers HS all took place in April.</p>
<ul style="list-style-type: none"> <li>- Increase partnerships between businesses &amp; Tech schools.</li> </ul>	<p>2017</p>	<p>Youth and Business Forum (of some kind)</p>	
<ul style="list-style-type: none"> <li>- Develop Internships for Youth that</li> </ul>	<p>2016 – 2017</p>	<p>Create 12 new internship</p>	<p>Medtronic has stepped up to create a new internship for</p>

<p>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>opportunities with STEM companies Internships documented</p> <p>4 - 6 Tours of STEM related companies in local area</p>	<p>females in engineering Six students started in September 2015 (paid internship). We would like to use this model &amp; expand in other companies as well as other industries. This model could be used in various industries with employer commitment.</p> <p>6/2 Mary Sarris and Katie Crowder attended Medtronic interns' final presentations 5/6. Interviews went well and they have decided to take 9 interns next year instead of 6!</p> <p>6/2 WIB staff coordinated 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 in employment. 6/2 Applications closed 6/1 with over 500 youth</p>

Support education in STEM through school and employer relations			<p>applicants. RFP produced 33 sites.</p> <p>12/3 2015 Youth Blueprint has been updated and shared, is available for download on our website.</p>
	2016	One-pager sent to those not involved – include mini profiles of youth employment from F1rstJobs 2014	We have a promotional pamphlet with youth profiles for F1rstjobs outreach for 2016.
	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	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.
	2016	Publicize the results of amp it up through our Communications Company/Intern	<p>2/4 - Danvers School Committee had Danvers Amp it Up teachers and Medtronic student interns present at meeting 1/11/16.</p> <p>2/4 Lynn Item featured Medtronic youth in article about youth employment.</p>
	2015	Utilize teen employment examples to market program – build data base and	ongoing

		profiles of examples of teen workers for publication.	
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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	6/2
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	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	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. Medtronic

			taking 9 for next year
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	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 A WIOA youth who obtained his HiSet at Catholic Charities is participating in the Manufacturing NEG for occupational skills training as an adult.
	2016-2017	5-10 move onto occupational skills training via an ITA	ongoing
Improve participation in FlrstJob and other Teen	2015	300 Youth Works (depending on funding)	YouthWorks funding Summer



<p>Employment for at-risk populations</p>	<p>2016</p>	<p>350 Youth Works (depending on funding)</p>	<p>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.</p> <p>6/2- it is likely there will be a cut to this funding for FY17</p>
	<p>2015</p>	<p>Increase private sector job placements to 190 in 2015 and 200 in 2016</p>	<p>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.</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>4/7 update, Felicia Pierce: YouthBuild has been awarded a WIOA grant for 10 youth- decreased to 6 due to lack of enrollments. “Mental Toughness” took place in October, December, February, and May/ YB is still looking for help with recruiting youth. Outreach event in</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>Lynn at Gregg House helped, but they need more youth to enroll. Youth may walk in. Additional outreach efforts included Get to the Point Day April 15th 3pm-7pm at Peabody Street Park. Build Days taking place over the summer months. YouthBuild Day at the State House Thursday 4/14 was a successful day.</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. 6/2 this</p>

			policy will be presented to full Board at September board mtg.
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