



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

[www.northshorewib.com](http://www.northshorewib.com)

#### Agenda

Youth Pipeline Committee

October 6, 2016 8:00 AM

**70 Washington Street , Salem - Career Center Conference Room**

#### Attendees:

Mary Sarris, Katie Crowder, North Shore WIB  
Linda Saris, LEAP  
Carol Sullivan, Essex Tech

Fran Troutman, Catholic Charities  
Laura Assade, City of Salem  
Myra Caldeira, Emily Ullman, 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. Changes in WIOA – *including new elements, increase in out of school focus, etc.*
- IV. Future of Work- *overview, results to date, how to increase responses*
- V. Request to Cummings for IT training for older youth
- VI. F1rstJobs 2016 review
- VII. YouthBuild update – North Shore CDC

Next meetings: December 1, 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
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	10/6 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.
- 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

<ul style="list-style-type: none"> <li>- Increase relationship between community college &amp; schools</li>   <li>- Help us create new ways to connect K-12 system to world of work</li> </ul>	<p>2015 – 2017</p> <p>2017</p>	<p>Have meetings at local area schools with presentations about highlighted programming (ongoing)</p> <p>School partner feedback as well as company feedback on internships, placements or tours.</p>	<p>Suggestions included more internships, job shadow days, student government day/civic obligations, community service, tours, etc. all of which are happening but need to increase frequency and participation.</p>
<p>Increase connections for educators to connect curricula to the work world</p> <ul style="list-style-type: none"> <li>- Teacher Externships AMP It UP, Guidance Counselors Events</li> <li>- LMI Education seminars (held quarterly) given to school groups, as well as community organizations that serve youth</li> <li>- Increase partnerships between businesses &amp; Tech schools.</li> </ul>	<p>2015 – 2017</p> <p>2016</p> <p>2015 – 2016</p> <p>2017</p>	<p><b>14 externships</b></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 &amp; 16, working on budget to develop Spring 2017 Amp it Up.</p> <p>Nov 2015 event was a success, working on budget to hold event this winter/spring</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 was very successful but we’d like more company tours this year Carol Sullivan shared that ET has a tour planned for Pfizer WIB is working on a tour for LVTI</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>	

	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	10/6
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
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	Linda Saris asked if we can share WIOA status at next meeting
	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	
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	
Support YouthBuild with collaboration with WIOA 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>	
Support alternative education system as they work to implement HiSET	206 – 2017	<p>Mini- study on how Hi-Set is impacting outcomes of WIOA participants</p> <p>(1 year out and then 2 years out)</p>	