



# NORTH SHORE WORKFORCE BOARD

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## Membership:

Linda Saris, LEAP for Education  
Linda Abbott, Northeast Health Systems  
Fran Troutman, Catholic Charities  
Kathleen Kelly, MA Rehab  
Tom Silvia, TJX Company  
Felicia Pierce-North Shore CDC  
Heidi Riccio/Bonnie Carr, Essex Tech  
Susan Curry, North Shore Community College  
Diane Smith, Salem Five  
Tom Daniel, City of Salem

Stan Usovicz, Verizon  
Paula Reynolds, HR Consultant  
Laura Assade, City of Salem  
Emily Ullman Salem Public Schools  
Allison Langlois, Essex County DA office  
John Flinn, Innovent  
Ann Marie O'Keefe, North Shore Career Center  
Carolyn Curwen, New Liberty Charter School  
Sean Emberley, Danvers High School

## Agenda

Youth Pipeline Committee

December 5, 2019 8:00 AM

70 Washington Street, Salem - Career Center Conference Room

- I. Introductions
- II. ROOT North Shore Information
- III. Discussion of Objectives and Goals for FY 2020
- IV. STEM Week recap (October 21-25)
- V. Current Youth Programs, new Youthworks application
- VI. YouthBuild Update
- VII. Discussion, Next meetings

Next meetings: February 6<sup>th</sup>, April 2, June 4

## YOUTH PIPELINE COMMITTEE GOALS AND OBJECTIVES 2018 - 2020

**GOAL 2:** The North Shore WIB will enhance the career exploration and career pathway development on the North Shore by integrating and aligning education, training and employment programs, with increased input from local employers

### MAJOR THEMES FOR FY2020

- Labor Market Information/Career Pathway information for young adults
- STEM- Externships, Internships and Career Exploration
- Creating opportunities for ALL youth (In-School, Out of School, ELL, WIOA, etc.)
- Coordinated information sharing-new opportunities, challenges, successes, etc.
- Increasing successful performance outcomes in all programs

**Objective #1:** Expand connections between secondary schools, vocational education, WIOA training vendors, workforce development and employer partners.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Work with Connecting Activities network, WIOA youth training providers and employer partners to include employers in meetings/discussions with youth	2018-2020	1. Arrange Career speakers, Job fairs, and company tours for students (minimum 6 events) 2. Continue to expand Amp It Up teacher externships within our region. 3. Support Early College efforts with local school districts that promote Career Pathways.

### Status:

1. 2018-19 school year goals accomplished, would like to increase number of career.
2. 9 completed in 2019, beginning recruitment for 2020.
3. Early college programs ongoing at SSU/Salem High as well as North Shore CC. Our YCC staff provided weekly career readiness workshops for the first half of the year (2018) and is almost through with 2019 session at Salem High. This included career speakers in critical industries. 2019 -more Early College applications in the works.

**Objective #2:** Increase number of work-based connections for students and teachers of in school youth and young adults (including out of school youth) that strengthen understanding for career and college requirements.

Activity:	Timeframe:	Benchmarks/Indicators of Success
Enhance work experience opportunities for out of school WIOA youth (in particular in the areas beyond summer employment that include: internships, apprenticeships, OJT's etc.)	2018-2020	<ol style="list-style-type: none"> <li>1. WIOA Goals met for out of school Youth Work Experience</li> <li>2. Develop and pilot an IT training program for out of school youth (<b>accomplished</b>)</li> <li>3. Outreach to a minimum of 15 employers in STEM to determine interest/capacity to hire high school interns – increase high school STEM internships to 50 in FY18 (<b>accomplished</b>) and 65 in FY 19 (<b>accomplished</b>)</li> <li>4. Create and share sample job descriptions for all internships with the general public, with youth service organizations, and with employers (ongoing)</li> <li>5. Continue to support YouthBuild with YPC serving as Steering Committee (ongoing)</li> </ol>

**Current Status:**

1. WIOA Goals are mostly being met, lower enrollment this year due to funding cuts and vendors not meeting enrollment goals. This puts even greater pressure to ensure all youth are successful as any negative exits will hurt overall goal due to lower denominator. RFP released in March, reviews took place April 23<sup>rd</sup>. 3 applications received, all current vendors, all were approved for contracts beginning July 1, 2019.
2. IT program- Program completed, started with 8 students, 7 graduated.
3. Accomplished FY18 goal of 50 internships and 65 for FY19. Currently awaiting funding for future of this grant/program. Information from EOE that RFP may be released this January.
4. Sample job descriptions created to use as outreach.
5. YPC remains committed to YouthBuild and will continue to serve as Steering Committee.

**Other efforts**

Continue to provide easy-to-understand LMI & career pathway information to young adults
Share information between school partners and employers
Share success stories of past events in WB newsletter
Research and develop innovative ways to serve more youth with limited resources.

<b>Program</b>	<b>Goal</b>	<b>Status 10/2019</b>
<b>Amp it Up/Teacher Externships</b>	12 Teacher Externships	9 Teachers completed externships 3 to complete, recruiting additional for 2020.
<b>STEM Internships</b>	65 Student Internships	65 students placed
<b>Connecting Activities</b>	475 students employed FY19 450 students employed FY20	544 students employed in FY19 354 to date in FY20
<b>Summer YouthWorks</b>	187 youth in subsidized summer employment	Summer 2018-244 youth placed Summer 2019- 258 youth placed
<b>Summer YouthWorks Pilot</b>	10 youth in service learning/pre-employment	Completed Summer 2019
<b>Early College (Salem HS/SSU)</b>	50 youth annually	47+/- for 2018-19 school year Youth Career Center/WB provided weekly career readiness workshops and guest speakers 50 for 2019-20 school year
<b>F1rstjobs</b>	500 youth in summer employment	Summer 2018- 535 youth placements Summer 2019 569 youth placements