



# NORTH SHORE WORKFORCE BOARD

70 Washington Street Suite 314  
Salem, MA 01970  
978.741.3805

## **Membership:**

Debbie Amaral, Foster Parent  
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, Judd Berman, 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

June 6, 2019 8:00 AM

70 Washington Street, Salem - Career Center Conference Room

- I. Introductions
- II. Discussion of Objectives and Goals for FY 2019  
Youth Grants- Success/Challenges: STEM Internships, Teacher Externships,  
Connecting Activities, Youthworks, F1rstjobs
- III. WIOA Youth Procurement
- IV. Year Up
- V. YouthBuild Update
- VI. Next year's meetings

## 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 FY2019

- 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 4/30:

1. This fall, Lynn Classical students visited GE, Ribcraft came in to speak at Marblehead HS. Speakers have been an asset to students to the early college program. Speakers have included Eastern Bank, Salem Five, North Shore Alliance, Masshire/NSWB, Microline Surgical, GE, Innovent Technologies, Gravoc and Sperling Interactive.
2. We have a group of 12 teachers from Hamilton Wenham participating as a cohort. Companies include Microline Surgical, GE, Medtronic. We also had the opportunity to present about Amp it Up at the MA STEM Summit on 11/14.
3. Early college programs ongoing at SSU/Salem High as well as North Shore CC. Both colleges presented at our November Board meeting. Our YCC staff provided weekly career readiness workshops for the first half of the year at Salem High and included career speakers in critical industries.

**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 exceeded 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 (in process)</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 being met, lower enrollment this year due to funding cuts. 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. Contracts begin July1, 2019.
2. IT program- Program completed, started with 8 students, 7 graduated.
3. Accomplished FY18 goal of 50 internships, work is ongoing to reach 65 for FY19, currently at 40 with 20 more promised for summer, recruitment continues for more work sites.
4. Sample job descriptions created to use as outreach.
5. YPC remains committed to YouthBuild and will continue to serve as Steering Committee.

**Input from Committee:**

- Feedback on WIOA Youth
- Suggestions on outreach for STEM Internships
- Planning for F1rstjobs 2019

**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 WIB newsletter
Research and develop innovative ways to serve more youth with limited resources.

**WIOA Youth Procurement for FY20-22  
(Out of School Youth)**

<b>Proposer Name (program title), address, contact</b>	<b># Youth FY19</b>	<b>Requested for FY20</b>	<b>Awarded for FY20</b>
Action, Inc. (Compass) 180 Main Street Gloucester, MA 01930	14	25 youth	16
Catholic Charities North (Youthworks) 117 N. Common Street Lynn, MA 01902	45	50 youth	43
North Shore Community Development Corp. 98 Lafayette Street Salem MA 01970	9	35 youth	14

**In-School Program Status**

<b>Program</b>	<b>Goal</b>	<b>Status 6/6/19</b>
<b>Amp it Up/Teacher Externships</b>	12 Teacher Externships	9 Teachers completed externships
<b>STEM Internships</b>	65 Student Internships	60 students placed/promised placement for summer
<b>Connecting Activities</b>	475 students employed	544 students employed
<b>Summer YouthWorks</b>	187 youth in subsidized employment	Summer 2018-244 youth placed Summer 2019 beginning July 5
<b>Summer YouthWorks Pilot</b>	10 youth in service learning/pre-employment	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 In recruitment for September 2019
<b>Firstjobs</b>	500 youth in summer employment	Summer 2018- 535 youth placements Summer 2019 beginning July 5

# F1rstJobs

North Shore Teens Summer Jobs Program

## What is F1rstJobs?

A summer employment opportunity for teens who are prepared by F1rstJobs and hired by area companies

## What are the benefits for your company?

Prepared teens ready to work during the summer  
Extra help with short-term projects  
Summer vacation coverage  
Support from F1rstJobs staff all summer  
Ability to shape the future workforce!

## Why do teens want to work? They want to:

Gain work experience  
Explore career options  
Save for college

## How can your company participate?

**Hire a teen!** The cost is low- \$1920 to hire a teen to work 20 hours per week for 8 weeks at minimum wage (\$12/hour)

Unable to hire a teen directly? Please **consider a tax-deductible contribution** to the program! Donations allow us to place teens at non-profits on the North Shore  
Donations can be made through The Essex County Community Foundation's online donations page:

<https://secure.etransfer.com/EssexCCF/F1rstJobs.cfm>

**or by completing the other side of this form.**

## How do we get involved?

1. Contact Bob Fraizer: North Shore Youth Career Center  
117 Franklin Street, Lynn, MA 01902  
Tel: 781.691.7430  
email: [rfraizer@masshire-nscareers.org](mailto:rfraizer@masshire-nscareers.org)  
[www.MassHire-nscareers.org](http://www.MassHire-nscareers.org)
2. We provide prepared applicants for you to interview
3. **You hire your preferred applicant**

## Do you remember yours?

