



NORTH SHORE WORKFORCE BOARD

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Membership:

Debbie Amaral, Foster Parent
Linda Saris, LEAP for Education
Linda Abbott, Northeast Health Systems
Fran Troutman, Catholic Charities
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Felicia Pierce-North Shore CDC
Heidi Riccio/Bonnie Carr, Essex Tech
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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

April 30, 2019 8:00 AM

70 Washington Street, Salem - Career Center Conference Room

- I. Introductions
- II. Discussion of Objectives and Goals for FY 2019
- III. WIOA Youth RFP Process
- IV. Current Grants: AMP IT UP, STEM Internships, Teacher Externships, Connecting Activities
- V. F1rstjobs Report 2019 RFP responses
- VI. New grant for Summer YouthWorks
- VII. Next meetings

Next meeting: June 6, 2019

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, Salem Five. 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"> 1. WIOA Goals exceeded for out of school Youth Work Experience 2. Develop and pilot an IT training program for out of school youth (accomplished) 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 (accomplished) and 65 in FY 19 (in process) 4. Create and share sample job descriptions for all internships with the general public, with youth service organizations, and with employers (ongoing) 5. Continue to support YouthBuild with YPC serving as Steering Committee

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 23rd. 3 applications received, all current vendors.
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 26 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.

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

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.

Do you remember yours?



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: rfrazier@masshire-nscareers.org
www.MassHire-nscareers.org
2. We provide prepared applicants for you to interview
3. **You hire your preferred applicant**

Youth Programming

Our emerging workforce is incredibly important to our current and future economy and community. At the same time the challenges faced by teens and young adults continue to become more complex and challenging. This reality led to the establishment of the North Shore Youth Career Center, through which all these programs operate. We strive to ensure that each youth receives the services they need to move successfully into the labor market, and to move forward with their education and work experience into solid and informed career choices. Our goal is to provide seamless services for all youth to better prepare them to enter the workforce and postsecondary education, regardless of funding source. Due to our staff's team approach to working with youth, there is little possibility for duplication of services as youth data is clearly tracked and efforts are recorded, so that youth are not receiving similar services from various staff members. Below is a summary of some of these efforts.

The North Shore Youth Career Center team is the hub of the youth operations. They meet with youth, visit schools and partner organization, facilitate workshops, plan and attend job fairs, and work directly with youth one on one or in group settings.

The North Shore Workforce Board team manages these grants, including all funding. They seek out new grant opportunities, write grants, manage reporting, provide oversight and management of goals, manage all procurement, program monitoring and fiscal monitoring.

WIOA Youth

The US Department of Labor, through the Workforce Innovation and Opportunity Act, provides funding to support intensive workforce development activities for teens living below the poverty level and facing additional barriers to employment, including teen parents, youthful offenders, teens below grade level, drop outs, and others. Teens in these program received access to 14 youth service elements at our vendor sites- currently Action, Inc., Catholic Charities, and YouthBuild.

Connecting Activities

The Connecting Activities grant through MA DESE provides funding for staff to work with schools on career readiness and job placement. Each year we serve approximately 400-500 students through workshops, interest assessments, career readiness assessment and training using Career Readiness 101, labor market discussion, job fairs, and job placement assistance and support.

F1rstJobs

Since 2003, the North Shore WIB has operated a summer jobs program that has changed over the years to include Youthworks. The F1rstjobs name/initiative began in 2005, and was a response to the incredible demand for summer jobs on the part of students, their families, and educators. Through F1rstJobs, teens receive training on how to find, get, and keep a job. Companies are asked to hire teens – or to provide financial support for a teen to work in a non-profit organization. These jobs and funds are combined with other resources (such as YouthWorks) to provide a substantial pool to which teens who have gone through the workshops are referred for interview.

YouthWorks

Also funded by the Commonwealth of Massachusetts, YouthWorks, now offered in the summer and during the school year, places low income teens in part time subsidized jobs in local public and non-profit organizations across the region. Youth also receive intensive training and other supports to remain successfully employed, and to prepare for unsubsidized employment in the private sector, the ultimate goal of the program. The program requires that 90% of students must reside in Lynn, Salem, or Peabody, which are our Gateway Cities with higher level of poverty.

The remaining slots can be used in any of our communities, and we have made a commitment to using these slots for our two remaining cities, Gloucester and Beverly.

This grant serves 200-250 youth annually, and all enrolled students receive work experience of 10-20 hours per week at minimum wage, as well as 15 hours of workshops and training in topics such as OSHA/Workplace Safety, Financial Management, Interviewing Skills, and Dress for Success, and Workplace Etiquette/Keeping a Job.

STEM @ Work

New grant awarded in 2018 to place 50 high school students in STEM internships in year 1 (completed) and 65 in year 2 (current year). This grant is funded by the Executive Office of Education STEM Council and funds one staff member to work with high school students and staff to increase STEM partnerships.

Early College

The NSWB is a partner of Salem High School and Salem State University's newly developed program which is sponsored by the MA DESE and BHE. This program allows for 50 student in the high school to be dually enrolled in the college, with the opportunity to earn credit for up to 4 college courses before graduating from high school. This includes support services from the NSWB and NS Youth Career

Amp It Up

Funded through Connecting Activities and other sources such as MassDevelopment, Amp It Up strives to bring schools and manufacturing companies together to help middle and high school students understand the career opportunities available in STEM and Manufacturing fields and to increase the number of students who choose careers in these areas. Through Amp It Up, middle or high school teachers spend one day in a manufacturing environment with manufacturing professionals learning what happens within the company and drawing a connection between what educators are teaching and how it is used in the manufacturing process. Teachers spend time before and after this experience working as a team with a consultant, reviewing their curriculum, exploring its possible use in manufacturing, and then, based on their experiences, building classroom activities and lesson plans that bring the curriculum alive for their students. To date we have set 46 teachers out on externships.

Labor Market Data targeted to youth

The NSWIB has developed labor market data information that is targeted specifically to youth, recognizing the need to communicate effectively and efficiently the wonderful, yet complicated opportunities available to youth if they stay and do well in school and simultaneously have positive first and second work experiences. Examples of our LMI documents include a Youth Blueprint and a Youth Life Sciences brochure, as well as youth-friendly documents outlining LMI for STEM industries.