



# NORTH SHORE WORKFORCE BOARD

70 Washington Street Suite 314  
Salem, MA 01970  
978.741.3805

## **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/Michael Quigley-North Shore  
CDC  
Lisa Berube, Essex Tech  
Susan Curry, North Shore Community College  
Diane Smith, Salem Five  
Tom Daniel, City of Salem

Stan Usovicz, Verizon  
Laura Assade, City of Salem  
Emily Ullman Salem Public Schools  
John Flinn, Innovent  
Ann Marie O'Keefe, North Shore Career Center  
Carolyn Curwen, New Liberty Charter School  
Sean Emberley, Danvers High School  
David Gagner, Lynn Vocational Technical  
Institute  
Michael Goldstein/Tad Rios, YearUp  
Meghan Murtagh, NSMC

## **Agenda**

Youth Pipeline Committee  
April 1, 2020 11:00 AM  
Virtual Meeting

- I. Introductions
- II. Check in- Major changes at your organizations-
- III. Unemployment Information
- IV. Current Youth Programs
- V. Discussion of Objectives and Goals for FY 2020
- VI. YouthBuild Update
- VII. Discussion, Next meetings

Next meeting: June 4

## CHECK IN-

Share what has been happening at your organization/school, major changes and attempts to move forward.

## II. Updates:

The Workforce Board and Career Center staff are working remotely until further notice. Staff can be reached via email and virtual meetings or calls can be arranged. Our staff is attempting to continue to provide services during this time and would be happy to work with youth over the phone. Despite high numbers of closures and layoffs, there are businesses that are in need of employees right now.

Our hiring process to fill our open Youth Career Coaching Advisor is on hold until we resume normal business operations. We do want to fill this position as soon as possible.

### Summer Jobs:

We ARE accepting proposals from nonprofits and municipal offices to host youth for summer employment. RFP is posted on our website:

<https://masshire-northshorewb.com/wib-rfp/>

Proposals will be accepted until May 1. Even if there are major changes with the summer program we would like to get the proposals in to review and this will help us plan. Please complete proposals as if this will be a “normal” summer, and we will make adjustments if/when needed.

If we hear of any major changes we will update under this link, post on Twitter @F1rstjobs and @nswib, and share via ConstantContact.

This summer we had planned new tiers of YouthWorks:

14 & 15 cohort

Career Exploration Cohort

### **III.**

#### **Information from Division of Unemployment Assistance**

UI claims have obviously increased exponentially over the past two weeks. In the entire month of February, MA saw about 24,000 claims compared to approximately 147,000 the WEEK ending March 20. As UI claims were low up until this month, there are not enough UI representatives available by phone. Additional UI representatives are being added. Applicants should use the online portal and listen in to one of the virtual meetings.

There are daily “Virtual Town Hall” meetings available.

<https://www.mass.gov/forms/massachusetts-department-of-unemployment-assistance-dua-virtual-town-halls>

To help claimants through the process of applying for benefits, DUA has made specific web page updates that include the latest guidance for employee qualifications and additional resources like contact forms and a COVID-19 specific unemployment claim handbook that can be viewed at <https://www.mass.gov/resource/information-on-unemployment-and-coronavirus-covid-19>.

The quickest way for claimants to receive services is to file a claim on line or complete a form on line to request a call back located at [www.ma.gov/dua](http://www.ma.gov/dua)  
This is the direct link to the form <https://www.mass.gov/forms/covid-19-department-of-unemployment-assistance-contact-request>

**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 events.
2. 9 completed in 2019, evaluating 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. Application for next grant cycle submitted 1/31, awards conferred by 2/14. Our application needed additional information and was submitted for second review 3/6.
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; evaluating for 2020.
<b>STEM Internships</b>	65 Student Internships	65 students placed Application for next grant cycle submitted 1/31 (competitive) awards conferred by 2/14.
<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	Application for 2020 submitted 2/3, expect to place minimum 272 youth. Summer 2018-244 youth placed Summer 2019- 258 youth placed
<b>Summer YouthWorks Pilot C</b>	10 youth in service learning/pre-employment	Completed Summer 2019 Replicating in 2020 with 20 youth between Girls Inc. and LEAP (now called Tier 1)
<b>Early College (Salem HS/SSU)</b>	50 youth annually	47+/- for 2018-19 school year, 50 for 2019-20 school year Youth Career Center/WB provided weekly career readiness workshops and guest speakers
<b>F1rstjobs</b>	500 youth in summer employment	Summer 2018- 535 youth placements Summer 2019 569 youth placements
<b>Year Round YouthWorks</b>	23 youth	Applications submitted 2/3 (competitive) Option A: Occupational skills training for 8 youth Option B: Subsidized employment for 15 youth

**Advanced Manufacturing Training Expansion Project – new partnership with the General Electric Foundation**

- Large and growing industry
- High Wages
- Great Career Paths for many different education levels
- Older workforce with large number of anticipated retirements
- Could benefit from diversification
- GE Foundation funding at \$2.5M for Phase 1 with continuation for another \$3M for Phase 2 if successful – focus on North Shore manufacturing skills gap
- The program aligns with Governor’s WSC goals
- Increase high school and adult learning – triple and sustain training footprint with 900 students over five years
- seek out non-traditional manufacturing learners from Lynn and entire North Shore
- Educational partners – LVTI/E-Team; Essex Tech; Gloucester High; North Shore Community College
- North Shore Career Center responsible for student support
- NAMC/North Shore WB implementation lead

<b>Course</b>	<b>Hours</b>	<b>Description</b>
<b>Math &amp; Machining Highlights</b>	25-30	Fundamentals of fractions, industrial geometry and trigonometry
<b>Metrology &amp; Inspection</b>	10	Basic measurement skills, system calibration, inspection equipment: dial calipers, micrometer, height gauge
<b>Blueprint Reading , GDT, &amp; Solid Works</b>	35-40	Machine shop blueprint reading, dimensioning and tolerancing, basic intro to Solid Works
<b>Master CAM – 5 hours</b>	5	Overview of Master CAM, computer aided design and computer aided manufacturing. Students will learn how Master Cam creates CNC (Computer Numerical Control) programs
<b>Machining – 160-180 hours Lab*</b>	170	Students will learn to conduct job hazard analysis for conventional mills and lathes, develop math skills for machine tool operations, perform preventive maintenance and housekeeping on conventional mills and lathes, select work holding devices for mills, lathes and other machine tools, calculate feeds and speeds, remove material using milling and turning processes, align milling head, use a vertical mill to center drill, drill and ream holes, change tools and tool holders on milling machines, and maintain saws and grinders <ul style="list-style-type: none"> <li>- 80 hours of CNC (programming, set up and operation of CNC lathe and mill)</li> <li>- 10 hours of saw cutting, deburring, heat treating and finishing</li> <li>- 40 hours of manual milling operation</li> <li>- 40 hours of manual lathe operation</li> </ul>
<b>OSHA Safety &amp; Cert</b>	15	Recognition, avoidance, abatement and prevention of safety and health hazards in workplaces.
<b>NIMS Certification</b>	40-55	<b>National Institute of Metalworking Skills</b> CNC Milling Operator. Test preparation includes applied mathematics, cutting tool assembly, GD&T, inspection, machine maintenance, machine safety, machining applications, measurements, operations, and print reading
<b>TOTAL HOURS</b>	<b>300-325</b>	<b>Total hours vary from VOC schools</b>