



# **The REB Team At Work FY 2018**

# Manufacturing Skills Initiative (MSI)



## Training Programs:

Foundational Manufacturing (FM) 4-weeks

Advanced Manufacturing Pipeline-

Computer Numerical Control (AMP-CNC) 8-weeks

## Staff:

**Andrew Baker** - Special Projects & Business  
Outreach Coordinator

## Training Partners:

- Greenfield Community College
- Franklin County Tech School
- Franklin Hampshire Career Center
- Center for New Americans
- The Literacy Project
- Franklin County Sheriff's Office
- Massachusetts Rehabilitation Commission
- Manufacturing Employers

## July 2017 to June 2018 FM & CNC Outcomes:

<b>FM 4-week training</b>	<b>Enrolled</b>	<b>Graduated</b>	<b>Advanced to CNC</b>	<b>Employed After FM</b>	
September, 2017	16	15	10	4	
February, 2018	14	14	13	0	
June, 2018	-	-	-	TBS	
<b>TOTALS</b>	<b>30</b>	<b>29</b>	<b>23</b>	<b>4</b>	
<b>% of Enrollment</b>		<b>97%</b>	<b>77%</b>	<b>13%</b>	
<b>CNC 8-Week Training</b>	<b>Enrolled</b>	<b>Graduated</b>		<b>Employed After CNC</b>	<b>Average Wage</b>
Oct.- Dec. 2017	14	13		13	\$15.96
Mar. - May 2018	14	12		13	\$16.15
<b>TOTALS</b>	<b>28</b>	<b>25</b>		<b>21</b>	
<b>% of Enrollment</b>		<b>89%</b>		<b>93%</b>	
<b>Average Wage</b>					<b>\$16.06</b>

# National Emergency Grant (NEG) Executive Office of Housing & Economic Development (EOHED) Grant

Outreach to & Recruitment of Prospective Manufacturing Workers  
Combination of Grants Allows Maximum Flexibility

## Services Offered to FM & CNC Students:

- ✓ Assessment and Goal Setting
- ✓ Career Skills/Career Coaching
- ✓ Enrollment
- ✓ Case Management
- ✓ Support Services for Laid-Off
- ✓ Resume & Cover Letter Editing
- ✓ Job Placement & Follow-up
- ✓ Career Center Services
- ✓ WIOA /NEG collaboration





# Employer Engagement Activities

- **Employer Speed Interviews** to evaluate CNC Program applicants
- **Factory Tours** - General Manufacturers & Precision Machine Shops
- **Manufacturing Career Presentation** to HS Youth Counselors
- **Employer Roundtables** - Upper Pioneer Valley Precision Manufacturers & FHREB Manufacturers quarterly Focus Group
- **Job Fairs** - Spring Fling & GCC/FHCC Job Fair & Precision Manufacturing Mini-Career Fair at FCTS
- **Meet The Employer** presentations to CNC Students
- **Graduation** - AMP-CNC Training Program



# 5-Year Outcomes: Fall 2013 – Spring 2018

139

Students enrolled

132

Student completions

**95%**

**Graduation Rate**

Advanced Manufacturing  
job placements

119

**86%**

**Job Placement Rate**

\$15.66

Average Starting Wage

**Annualized earnings at  
starting wage**

**\$3,877,400**

**Students are:**

11%

Women

11%

Minority

6%

Veterans

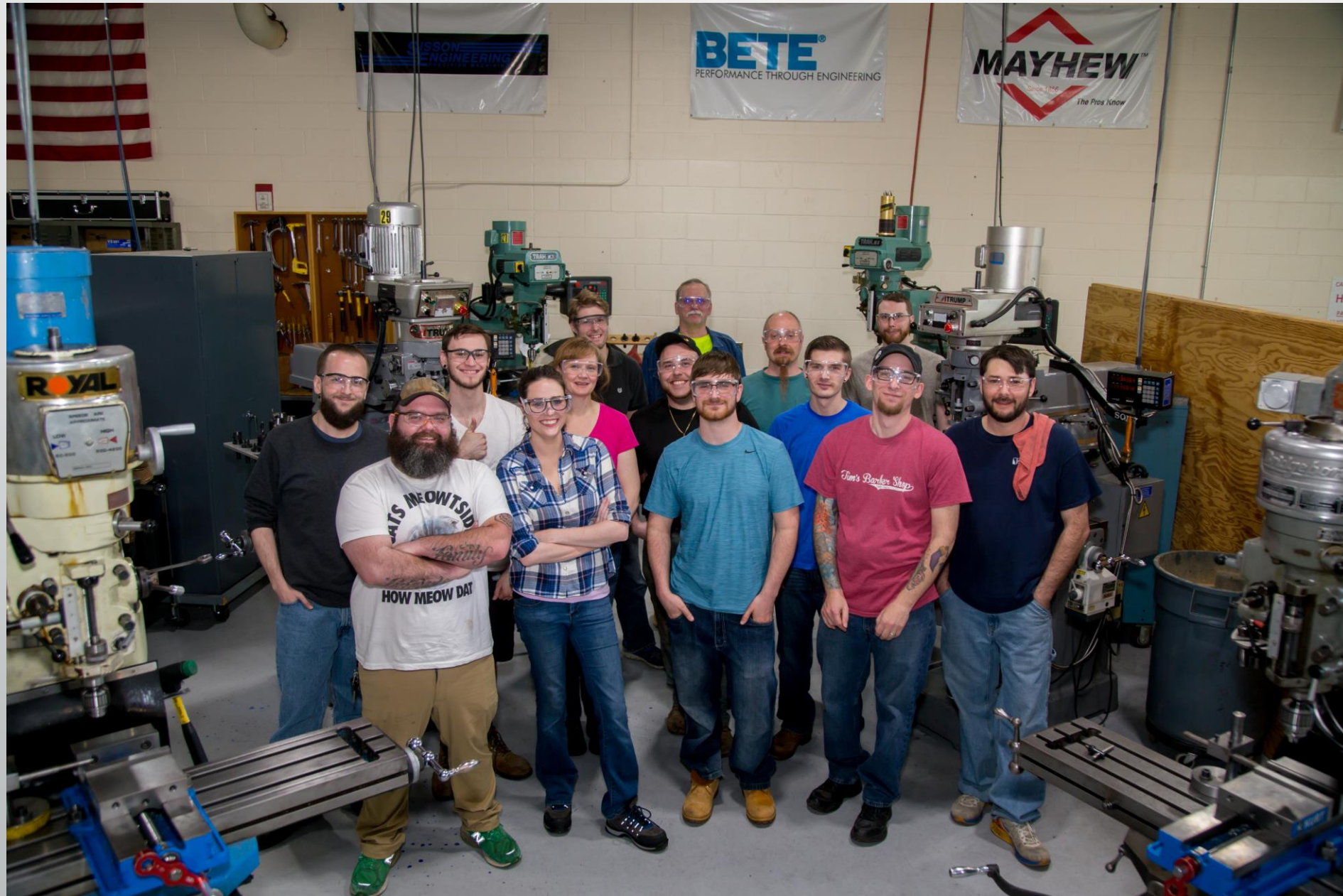
36 years old

Average Age





# May 2018 AMPCNC Graduation



# Summer Jobs and Beyond: Career Pathways for Youth

As of March 31, 2018:

Measure	Goal	Actual	%
Enrollments	180	213	118%
Exits	180	122	68%
Unsubsidized Empl	58	57	98%
Post Sec. Edu	97	33	34%

- Expected to meet all goals by end of FY 18
- No cost extension granted, one more year of funding
- Plan is to follow current cohort of juniors through their senior year and follow up with class of 2018 grads who need more support.
- Many successful transitions to work and training (college, Job Corps, WIOA)



*Students from RC Mahar listen to a presentation on Criminal Justice Careers by Franklin County Sheriff Chis Donelan.*



# Summer Jobs and Beyond Awarded Youth Workforce Development Program of the Year by Workforce Solutions Group

Each year the Workforce Solutions Group honors community partners who have contributed significantly to enhancing workforce development with its Champion Awards.



## FY 18 Highlights

### Trades Day:

- 100 Students
- 7 Schools
- 11 Adult presenters

### Power Town 21<sup>st</sup> Century:

- Design Team
- Transformation Team

### First Aid/CPR:

- 2<sup>nd</sup> year – 12 certifications

### Lifeguarding:

- Critical need
- 13 Participants

### Career Ready 101

- Utilized to help prepare students and credit – recovery for graduation



Jim Turner of New England Carpenters Training Fund talks with students from South Hadley High School about careers in carpentry during County Trades Day at the Turners Falls High School on Monday. Recorder Staff/Paul Franz



# Youth Career Connections Council



***2017 YouthSpeak!***

- ***47 youth and 20 adults.***
- ***Mayor David Narkewicz - opening remarks.***
- ***Attendance of State Representative Solomon Goldstein-Rose, and staff from the offices of US Congressman Jim McGovern (Keith Barnicle, and Orlee Marini Rapoport), State Senator Stan Rosenberg (Tom Mitchell), and State Representatives Peter Kocot (Diane Szyal).***
- ***Staff from Community Action Youth Programs, Franklin Hampshire Career Center, Greenfield Gardens, Casa Latina, and The Brick House Community Resource Center helped facilitate.***

***Thank you to our co-chairs:***

***Susan Sumner***

***Tony Scibelli***

- ***comprised of REB Members from public and private sectors, and community, governmental and educational organizations***
- ***four meetings yearly and a summer youth event.***
- ***serves as the recommending body to the Regional Employment Board for youth workforce funding in our region.***

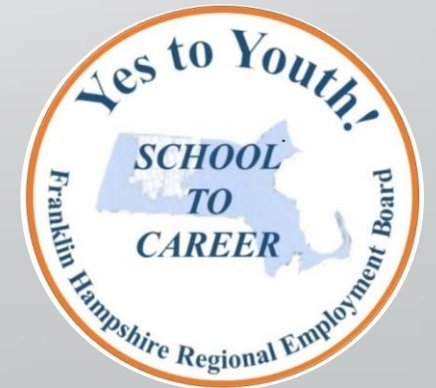


# School-to-Career (STC) / Connecting Activities:

Serving 15 School Districts in Franklin / Hampshire County & North Quabbin Area

## Getting Career Development Activities & Work-Based Learning to All Students

- Comprehensive Career Development Education Scope & Sequence Planning (Tool & Tech Support)
- Professional development for school staff and administrators: MassCIS, Labor Market Research (LMI)
- Schools and whole grades equipped with MassCIS Portfolio Accounts (Occupation & Education Research Tool)
- [www.fhyouth.org](http://www.fhyouth.org) – Website of career and job resources continually promoted and upgraded
- Curriculum developed for and implemented by school staff to whole grades
- Workshops & career counseling provided directly to students
- Expanded the number and types of collaborators



# School-to-Career (STC) / Connecting Activities

## Workshops for Students

- Workplace Safety & Work Permits
- MassCIS Portfolio Accounts + Career Assessments, Occupation Research, Career Plans, Resumes
- Greenfield Public Library Teen Job Force Workshop Series

## Connections to Employers

- Greenfield Public Library Mock Interview Activity – Recruited 6 employers who hire teens!
- Job, Career & Financial Literacy Fairs: GCC Job & Career Fair, FCC Spring Fling, GCC Reality Fair
- Pioneer Valley Regional School Career Day – Recruited 34 regional employers!
- Mock Interviews at the FHCC for Greenfield High School Life Skills Program students!
- FC Chamber of Commerce Breakfast Presentation Panel on Mentorship of Youth & Entrepreneurs
- Teacher Externship Program – 4 teachers awarded with summer externships in high need industries
- STEM Paid Internship Program – 30 youth placements with STEM employers

# Connecting Activities Q-3 Performance

MEASURE	GOAL	ACTUAL	% of GOAL
Work Based Learning	530	512	97%
Employers	285	201	71%
Qualifying Wages	\$260,686	\$530,894	204%





Barbara Carson, Executive Assistant  
**REB AND REB, INC.**



- First point of contact to the REB
- Provides support to REB Director and REB staff
- In addition to scheduling meetings and events of ongoing REB programs and initiatives, such as Connecting Activities, MSI, and two new grants through DESE, also worked on:
  - ❖ Annual Reports to: State Secretary of the Commonwealth, Public Charities & IRS
  - ❖ Upkeep of Youth Employment Fund through the REB, Inc's non-profit 501©(3)
  - ❖ Northampton YouthWorks 2018-Summer Jobs for Youth (\$59,461 to serve 22 youth)
  - ❖ WIOA Title I Annual Plan
  - ❖ WIOA Title I Youth Program Procurement 2018 providing extensive assistance on the RFP
  - ❖ WIOA Career Center Certification Process
  - ❖ WIOA Oversight and Monitoring of Performance of Career Center as well as DCS Fiscal Review
  - ❖ Annual YouthSpeak 2017
  - ❖ AMPitup Grant 2018 received through MassDevelopment

May 4<sup>th</sup> educator breakfast: thanks to our 2018 AMPitUP grant, we were able to hold a manufacturing information breakfast for local educators. Guest speakers included representatives from L3KEO, Peerless Precision, and L.S. Starrett. Greenfield Community College, Smith Vocational Adult Ed., and Springfield Technical Community College were also on hand with information. Turnout was good, with 45 guests and staff from 18 schools and adult education programs.



# The REB Team



Shannon Doran

Barbara Carson

Donna DuSell

Standing: Jennifer Droesch and Andrew Baker