

CONNECTING ACTIVITIES (CA) BLUE PRINT PLAN
Three Year Action Plan - FY2019-2021
Franklin Hampshire

OVERARCHING GOAL: Deploying CA resources to respond to regional labor market needs presented in Regional Blue Prints

Excerpt from RFP: *The full CA Blue Print Plan, due December 31, 2018, must demonstrate how education, industry and workforce leaders will collaborate over the three fiscal years ending June 30, 2021 to develop Connecting Activities actions that will support the regional labor market needs presented in the relevant Regional Blue Print. (Note that the six month period for developing the Plan is included in the overall three year process). The Plan must articulate effective Connecting Activities actions aligned to Region’s Workforce Skills Cabinet Blue Print strategies, priority and critical industry sectors, and STEM occupations and pathways. The CA Blue Print Plan should identify approaches and targets for growth of CDE activities to be offered to students, steps to build sustainable partnerships, and potential new employer partners. The CA Blue Print Plan should offer details about:*

- *Number of placements that will take place in STEM industries or priority Regional Blue Print occupations and industries*
- *Alignment to and collaboration with Youth Works and/or Signal Success or other types of state or federal youth workforce development programs*
- *the type and number of those placements that will be connected to any new Innovation Pathway, Vocational (Ch. 74) program or Early College program that has obtained or is seeking designation in the region*

I. Present here important regional STEM industries, and the Priority Occupations and Industries identified in your Regional Blue Print
<p>Healthcare and Social Assistance - Occupational Groups, specifically:</p> <ul style="list-style-type: none"> ■ Social & Human Service Assistants ■ Direct Care Workers such as Registered Nurses, Nursing and Medical Assistants, Personal Care Aides ■ Technical/Clinical Workers such as Dental Hygienists, Pharmacy Technicians, LPNs/LVNs, Medical Records/Health IT, Physician Assistants, Occupational and Physical Therapists <p>Educational Services - Occupational Groups, specifically:</p> <ul style="list-style-type: none"> ■ Educators, including all levels, and all fields, including vocational-technical, STEM, and trades educators ■ Teachers’ Assistants ■ In residential facilities, esp. within the Five-College network, <u>frontline staff</u> such as food service, facilities, and trades workers.

Advanced Manufacturing Occupational Groups, specifically:

- Supervisors
- Production Workers such as CNC Operators, Machinists
- Inspectors, Testers, Quality Control Workers

Cross-Industry Occupations, specifically:

- IT-related
- Professional Services
- Back-office administrative and logistical support

Other critical Industries in the Franklin Hampshire region identified by the FH Workforce Board as vital to economic development, and to our regional identity:

- Agriculture and Sustainable Food Systems
- Accommodations and Food Services, esp. as related to Tourism

II. Describe here the planning process you used, between 7/1/18 and 12/31/18, to complete this CA Blue Print Plan.

- Include dates of meetings, and names of participants and their organizations
- Identify which partner schools participated, and who represented each school

A wide array of internal and external meetings--between staff, staff and workforce partners, and staff and schools—supported the planning process for the CA Blueprint plan.

The Franklin County STC Coordinator, the Board’s USDOL-funded Youth Pathways Coordinator, and the Hampshire County STC Coordinator regularly presented HQCCP Innovation Pathway (IP) information to Connecting Activities Partner Schools: via email, 1:1, and in small group meetings, as well as in presentations to large groups of staff. Whether schools opted to apply for IP designation or another award/plan, STC provided consulting, curriculum, and tools to help schools develop career pathway courses and certifications as well as internship programs. Many of the same schools were also oriented to the Regional Planning process and familiarized with the Regional Planning Blueprint, types and use of Labor Market Information, the need for middle skill labor, and critical industries within the region and state.

Turners Falls High School:

9/12/18- Meeting with Principal and Greenfield Community College rep. regarding possible early college pathway training in healthcare at TFHS.

RC Mahar:

10/10/18 - Meeting with counselors and guidance director regarding internship programs at Athol Credit Union and Orange Fire Dept.

11-28-18 - Meeting with curriculum coordinator regarding Mount Wachusett Community College’s credit-bearing healthcare pathways courses to take place at the high school.

Athol High School (Athol HS)

11/13/18 - meeting about internship program and new MWCC Allied Health Award/Program/ Partnership: with Mary Jane Rickson, Interim Principal; Shirley Mitchell, Dean for Dropout Prevention; Amanda Wein, Guidance Department Head; Guidance Mary Ann Miller, Counselor & Internship Coordinator; and Julia Acquadro, Guidance Counselor

Greenfield High School

9/27/18 - Internship Program / WBLP meeting with School Librarian Jessica Pollock.

Franklin Technical School (FCTS)

10/18/18 –Proposal Presentation for a Chapter 74 Animal Science program with a CTE-approved, competency-based Animal Veterinary Assistant (AVA) curriculum. FHWB Executive Director and Franklin STC Coordinator in attendance.

Mohawk Trail Regional School (MTRS)

6/5/18 Planning meeting for in-school internship program (Educational Services) and respective CDE workshops: with HS Guidance Counselor Sara Neuenschwader, and Alia Woofenden, Afterschool / Internship Program Coordinator

10/17/18 Meeting with Alia Woofenden, Afterschool / Internship Program Coordinator, and Carol Potts, the new Communications Director & Capstone Program Assistant about capstone projects, collaborating with employers, out-of-school internship program development

Pioneer Valley Regional School (PVRS)

8/31/18 - Meeting about industry-themed months and related activities as well as new in-school internships and data collection with Jean Bacon, Principal

9/27/18 - Meeting about industry-themed months and related activities with Principal and Lucas Correia, the new high school guidance counselor

Amherst High School

7/30/18 – meet with new assistant principal, Talib Sadiq, to discuss the school's role in career development and CTE activities.

12/6/18 – meet with guidance counselor Crystal Cartwright and guidance director Lisa Zephyr to discuss CDE activities at ARHS and collection of data. Hold separate meeting with assistant principal Talib Sadiq and engineering instructor Nick Harrison to discuss deepening use of WBLP and connection to CTE activities at ARHS and STEM@Work Paid Internship placements in Year 2

12/18/18 – meet with Miki Gromacki, principal, and Crystal Cartwright, guidance counselor, to discuss intersection of CDE, CTE and WBLP possibilities at ARHS.

Easthampton High School

11/29/18 – meet with CTE advisory council and Gail Canon, librarian (and School-to-Career liaison for EHS) to discuss status of CTE programs at EHS and STEM@Work Paid Internship placements in Year 2.

Northampton High School

10/4/18 – meet with Molly McLoughlin, coordinator of the Information Technology Innovation Pathway for Northampton High School, to discuss CES support of NHS IP expansion to healthcare and ongoing support of IT.

12/12/18 – meet with internship coordinator Meshia Begin to discuss ongoing support for CDE activities at NHS and STEM@Work Paid Internship placements in Year 2.

South Hadley High School

9/11/18 – meet with carpentry instructor Bill O’Neil, culinary shop instructor Ezra Bleau, and cabinetry instructor

10/4/18 – meet with Liz Wood, Director of Guidance, and her entire staff (Andrew Meeker, Deb Pronovost, Maria Lekarczyk, Karen Eempio) to discuss support and expansion of career development education offerings at South Hadley High.

11/21/18 – meet with carpentry instructor Bill O’Neil to continue discussion about CTE and use of WBLP, improved data collection.

12/12/18 – meet with Bill O’Neil, carpentry instructor, to discuss implementation of advisories as part of overall CTE at SHHS and STEM@Work Paid Internship placements in Year 2.

Gateway High School

9/12/18 – meet with Jenya Kushin, new guidance counselor (formerly of South Hadley) and principal Jason Finnie, to discuss career development education in Gateway.

12/6/18 – meet with principal Jason Finnie and welding shop instructor Paul Atkinson to discuss strengthening community outreach for Gateway welding and engineering students and STEM@Work Paid Internship placements in Year 2.

Hadley Public Schools

12/5/18 – meet with superintendent Anne McKenzie to discuss expanded use of WBLP with her Hopkins Academy instructors and STEM@Work Paid Internship placements in Year 2.

Hampshire Regional High School

12/5/18 – meet with Amy Scully, guidance counselor at Hampshire Regional, to discuss improved data collection among staff as well as STEM@Work Paid Internship placements in Year 2.

Smith Vocational & Agricultural High School

11/29/18 – meet with Max Weider, guidance counselor at Smith Vocational, to discuss increased exposure for students to outside opportunities in internships, job shadows, etc., as well as improved accuracy in data collection.

Hampshire County School-to-Career Consortium

11/29/18 – Gail Canon of Easthampton, Andrew Meeker of South Hadley, Jenya Kushin of Gateway High School, and Shannon Szymczyk of Smith Academy (part of Hadley Public Schools), met to discuss priorities for career development education and career technical education in the Hampshire County Consortium going forward. Topics included expanded opportunities to connect students and the world of work, improved data collection, increase in internships.

Note: Additional meetings and phone calls took place over the summer and throughout the fall seeking to increase connections with area universities, educational providers, and businesses for the purpose of strengthening regional networks and increasing opportunities in STEM fields. These include outreach to University of Massachusetts, support for school participation in events like “Women in Engineering and Computer Science”, inquiries to employers about internship opportunities, and more.

OTHER MEETINGS:

11/7/18 - CA plan development noted in the Pioneer Valley Regional Plan Core Group /Business Advisory meeting.

12/6/18 – Coordination issues discussed between Executive Directors of FHCC and FHWB.

9/25/18 – STC staff participated in an FH Manufacturing Round Table to explore how plan and implementation might align with this major FH priority industry initiative.

11/14/18 – Noted as in process at FH Youth Career Connections Council meeting.

11/15/18 – Early draft reviewed by Patricia Crosby, MassHire FHWB Director (FHWB); Shannon Doran, Franklin STC Coordinator, Donna DuSell, FHWB Youth Pathways Coordinator; Matt Rigney, Hampshire STC Coordinator and Alternative Youth Programs Director at the Collaborative for Education Services.

11/28/18 – FHWB/FHCC meeting with Greenfield Area MassReHab Director & Assistant to explore/troubleshoot issues of coordination and alignment prompted by WIOA goals, PV Regional Plan goals., and Connecting Activities Blueprint development. Meetings will occur monthly hereafter

12/12/18 – Matt Rigney of CES meeting with Rebecca Bannasch, Community Liaison at Community Action Youth Programs to discuss developing/expanding apprenticeship opportunities, with the possibility of an IT focus for YouthWorks program in Northampton.

III. Goal-setting for key goals	Your region’s key goals (short response to each of 3 areas, add new rows for any others)
1) Number of placements that will take place in STEM industries or priority Regional Blue Print occupations and industries	By the end of Year III: <ul style="list-style-type: none">● STEM (includes priority industries of Healthcare and Manufacturing): At least 150 placements.(Baseline: 34)● Education Services: At least 300 placements. (Baseline: 254)
2) Alignment to and collaboration with Youth Works and/or Signal Success or other types of state of federal youth workforce development programs	<p>In the FH Workforce Region, all workforce-funded youth programs are overseen by the FHWB’s Youth Career Connections Council, a broadly-representative group of FH youth service providers. This ensures that partners know about each others’ programs and facilitates awareness and collaboration when needed. The Northampton Youthworks program is run by the same youth vendor as FH WIOA Youth Services (Community Action) and incorporates Signal Success not only into Youthworks, but into WIOA Youth and into the USDOL Summer Jobs & Beyond project. Participants in all receive at the very least a 3-day fifteen- hour job readiness training using Signal Success.</p> <p>The STEM-Focused Internship project being run by CES out of Hampshire Co. will bring staff into even closer and more regular contact with WIOA Youth Staff and Northampton High Innovation Pathway staff, increasing the likelihood that Signal Success will be drawn upon and potentially integrated.</p>

<p>3) The type and number of those placements that will be connected to any new Innovation Pathway, Vocational (Ch. 74) program or Early College program that has obtained or is seeking designation in the region</p>	<p>By the end of Year III: NHS INNOVATION PATHWAY <ul style="list-style-type: none"> ▪ 105, potentially. EARLY COLLEGE PATHWAY <ul style="list-style-type: none"> ▪ -0-. Significant interest in this model, but there have been no new opportunities for schools to apply. VOCATIONAL (Chap.74) programs: <ul style="list-style-type: none"> ● South Hadley H.S.: (pending) Culinary Program: <u> 10 </u> ● Amherst HS: (pending) <u> </u> Program: <u> 10 </u> ● FCTS Technical School: (pending approval of Animal Veterinary Assistant program, proj. Fall 2020): <u> 10 </u> OTHER PLANS: As noted, many Partner Schools are committed to programs which include elements of the HQCCP model, even if circumstances don't allow them to pursue formal designation. STC staff continue to provide guidance and support to them. Sev'l schools have expressed interest in pursuing Early College designation, but that has not been an option since the first round of HQCCP applications. <i>(See section IV, #2 below for more details.)</i></p>
<p>4) Any other Goals established in Planning Process</p>	<p>Working in concert with the Hampden County Workforce Board as part of the Pioneer Valley Regional Planning process, the FHWB included in its regional plan two goals (with accompanying strategies) that impact youth in particular and that align with Connecting Activities Blueprint goals. They are as follows: GOAL ONE: <u>Design educational/career pathway programs in specific priority industries.</u> a) <i>Identify and categorize <u>existing</u> educational/ career pathway programs in prioritized industries across the Pioneer Valley's unified workforce region;</i> b) <i>Provide technical support to educational institutions/training providers in the use of Regional Planning data to identify <u>future</u> education and training needs and gaps;</i> c) <i>Expand at least one <u>existing</u> educational/ career pathway in one or more priority industries;</i> d) <i>Increase participation in educational/career pathway programs for several target populations, including new immigrants and non-traditional workforce with barriers to employment;</i> e) <i>embed employability readiness skills in all educational/career pathway programming.</i> GOAL TWO: <u>Classify regional secondary-level education career pathway programming being conducted at both the technical and comprehensive high schools.</u> a) <i>Identify current career pathway programs and activities that are preparing secondary level students for college and careers;</i> b) <i>Utilize new MA DESE Early College and Innovation Pathways program designation process to increase access to college and career programs and services for students in all secondary schools;</i> c) <i>Utilize new MA DESE Early College and Innovation Pathways program designation process to</i></p>

increase access to college and career programs and services for students in all secondary schools; d) Align regional core partner assets and resources to assist and support development and implementation of career pathway programming consistent with Regional Blueprint goals and strategies; d) assist secondary schools in broadening and deepening business and employer relationships that will support quality teaching and learning.

IV. Main levers/strategies identified to advance goals:

- Which **current** CA programs and strategies were identified as relevant to the new goals? Will they be modified to adjust to new goals?

GENERAL

- Coordination and convening of the **Youth Career Connections Council (YCCC)**
- Provision and promotion of **critical industry and LMI information, tools, curriculum, event announcements, initiatives and more** through www.fhyouth.org, as well as email announcements, and direct communication.
- **Workshop development, coordination and facilitation for school administration, counselors and educators** – LMI, Critical Industries, MassHireCIS, Career Pathways in Schools – including continued education about the Regional Planning Blueprint, HQCCP, access to free MACWIC curriculum and proctoring, industry recognized credentials, Career Pathway Map Tool, etc.
- **HQCCP: Promotion and provision of career pathway planning information, tools, and support**
- Generation, coordination, provision of **field trips to critical regional industry employers.**
- **Development of Teacher Externships in industry.**
- **Use of Labor Insight/Burning Glass** to expand our reach to employers in high priority and critical industry sectors.
- **Connecting youth with employers** to learn about more career pathways as well as gain work experience and new marketable skills.
- **Development of employer-paid STEM-focused student Internships** via STC partner Collaborative Education Services.

STEM

- **STEM@Work Paid Internship Program:** In Year 1 of the program, CES and MassHire found 30 placements in fields ranging from IT to university science lab work to residential construction. Our Year 2 goal is to reach 50 placements with an increased number of paid internships in IT, health care, and advanced manufacturing.

- **STEM Week/event promotion:** coordination with college, school/student access to events, providing relevant educational resources (via website, email announcements, and direct contact) to school contacts and students
- **Supporting student access to MassBioEd College and Career Exploration Event** at the University of Massachusetts Amherst

INDUSTRY SPECIFIC – a few examples

- Development of credit-bearing healthcare and general education classes co-taught by teachers from RC Mahar and Mt. Wachusett CC.
- **AmplUp activities** that have shifted school/student perception about manufacturing as a viable career path.
- **Youth Staff participation in Advanced Manufacturing Employer Round Tables** facilitated by the FHWB.

The above programs will be **modified** primarily by focusing more intensively on Priority Industries, Critical Industries, and STEM jobs in the FH region. Additionally:

- The (new in FY19) Manufacturing Week Business Tours may be shifted to Engineering Week in February, to better communicate the breadth of opportunities in the manufacturing sector, and to engage a wider variety of students (e.g. 4-year college prep vs. solely employment-focused).
- The above change would allow us to put a stronger focus on/ increase participation in STEM Week and Health Occupations Awareness Week in October and November respectively.

1. Which **partner schools** were identified as active participants in new plans? What role will they play?

Northampton High School: Innovation Pathway School. In Year 1, NHS placed 35 students in the IT pathway. In Year 2, NHS hopes to expand its offerings to include healthcare. This effort is being supported by CES.

South Hadley High: South Hadley expanded its CTE offerings by applying for and receiving Chapter 74 status for both culinary and cabinetmaking.

Athol High School: Created Strategic Career Readiness Plan in FY18. Awarded MWCC Allied Health Program Grant in FY19 and are currently developing an implementation plan including dual enrollment and more.

Ralph C. Mahar Regional School: Participates in the Next Generation Learning Challenge and has been funded by Mass Ideas to engage more stakeholders in innovative learning experiences, such as through community-based “pop-up challenges”/design activities and Mahar X, a day-long, school wide exposition of project-based learning.

Turners Falls High School: Received a grant from the Barr Foundation to support high school redesign efforts. “Powertown in the 21st Century” is an 18 month planning process that will pave the way forward to an

individualized, portfolio assessed, education for each student that integrates student led conferences and community engagement.

Franklin County Technical School: CVTE school applying for new Ch.74 Animal Science Tech program

Pioneer Valley Regional School: Established career pathway classes in program of studies and 2 in-school internships. In process: creating in-school internships, working with STC on out-of-school internships, exploring how to incorporate IRC's into school program. (Unable to apply for IP due to changes in administration.)

Greenfield High School: Proposal was accepted by the School Committee for an alternative school program for at-risk students including a robust WBL component. Implementation is delayed due to building issues.

Mohawk Trail Regional School: Awarded a Mass IDEAS mini-grant (\$14,800), which will support the review and redesign of Mohawk's graduation requirements with the goal of: increasing choice, variety of courses, and internships as pathways to graduation.

2. What **new** approaches and strategies were decided upon to advance the region's key goals?

In addition to the strategies described in the Regional Plan, two new goals have been identified by FH STC staff:

- Collaborate with the MassHire Franklin Hampshire Career Center to create a more robust database of employers who are committed to hiring youth, using WBLs with fidelity, and collaborating with STC as well as schools on work-based learning and education.
- Help existing school-based WBL programs utilize WBLP database in order to generate more meaningful MA WBLP's and gather more of the data needed (skill gain, job specific skills, job descriptions, job titles, completed reviews)

3. What new steps will be taken to build **sustainable partnerships** among education, industry and workforce to support the new goals?

The FH Region has built solid education/industry/workforce partnerships over the past two decades in areas including but not limited to Extended Care, Homecare, STEM, Green Jobs, Manufacturing, and Educational Services. Some have served their purpose (e.g. in large part, institutionalized awareness and training capacities, as with the Green Jobs program); others have developed new angles and emphases in accordance with changing needs, (e.g. new emphasis on the business role in retention and advancement in healthcare jobs; shift in education partnership from incumbent older workers to diverse teacher pathways; increasing attention to early {middle school} development of manufacturing jobs pipeline.)

New steps will include:

- increased attention to jobs identified as STEM in particular. CES is working to establish strong school-to-industry connections in Franklin and Hampshire counties in support of paid STEM internships. The specific focus is on Information Technology, Health Care, and Advanced Manufacturing.
- more consistent inclusion of youth staff in industry partnership planning activities,
- and attention to the middle school/secondary--not just the unemployed worker--pipeline when designing programs.

In addition, STC staff will increase their collaboration with College (e.g. GCC, HCC, UMASS) and State Agency or CBO partners (MRC, Community Action, etc.), aligning activities to support mutual goals when possible, thereby strengthening the foundation of partnerships.

Action Plans by Goal

Goal 1: By June 30, 2020, we will have increased the number of placements in STEM and priority industries from 34 to 150.

Goal 1 Action Plan

SY18-19	SY19-20	SY20-21
Review database to determine baseline for STEM placements; set goals; work together to meet. Aim for: <u>50</u>	Review progress; adjust goals as necessary; build in assistance of Career Center BSRs; publicize success stories. Aim for: <u>100</u>	Review/adjust/build in FHCC assistance/publicize, as described, plus enlist Board members in advocacy if not meeting goals. Aim for: 150

How will you know if you are on track? Present method(s) for tracking progress toward goal:

We will track STEM placements Quarterly as part of Connecting Activities reporting and adjust/intensify efforts as needed.

Goal 2: By June 30, 2020, we will have aligned to, and collaborated with, YouthWorks and other state and federal funding sources to advance our numerical goals.

Goal 2 Action Plan

SY18-19	SY19-20	SY20-21
Already aligned. To ensure remains that way, FHWB will arrange for coordination meeting between STEM-CES staff and Nhtn Youthworks staff to review and support mutual goals.	STEM-CES staff and Youthworks staff will jointly encourage use of Signal Success by NHS and any other Innovation Pathway (IP) applicant.	1-2 schools will draw on Signal Success as part of IP application or implementation.

How will you know if you are on track? Present method(s) for tracking progress toward goal:

Note in annual CA reports:
 1) FY19: Success of FY19 Coordination meeting;
 2) FY20: Indications that schools have increased awareness of Signal Success as a resource;
 3) FY21: at least 2 schools have drawn upon Signal Success.

Goal 3: By June 30, 2020, we will have increased the number of placements that will be connected to any new Innovation Pathway, Vocational (Ch. 74) program or Early College program that has obtained or is seeking designation in the region to:

- **105 IP placements at NHS or new applicant sites;**
- **Estimated 30+ placements from new Chapter 74 programs at South Hadley High, Amherst High, and potentially, FC Tech.**
- **-0- Early College placements, unless schools get an additional opportunity to apply.**

Goal 3 Action Plan

SY18-19	SY19-20	SY20-21
Focus on Nhtn High IP- program in IT. Research goal/plan; determine how STC/CES and FHWB can best support.	NHS will more fully utilize the services/growing expertise of the Hampshire Co. FH School to Career Coordinator (via CES) to supplement their own efforts in getting IP youth into IT internships.	The Franklin County STC Coordinator will build internship opps for students in FC Tech’s new Chap. 74 Animal Veterinary Assistant (AVA) program if approved.
Also, in developing newly-funded Youthworks – IT program for Nhtn youth via Community Action, coordinate with NHS and Tech Foundry to ensure that program complements/enhances their program , vs. competing with it.	The FHWB and FHCC will explore/design a Youthworks-IT program that potentially serves older Nhtn students who did not have a chance to enroll in the IP-IT-Tech Foundry program as Freshman, but who are interested in IT and Tech Foundry jobs , thus filling a current gap in the IT pipeline.	
	The Hampshire Co. STC Coordinator will also build internship opps for students in new Chapter 74 programs in Amherst, South Hadley. Both Hampshire Co. and Franklin Co. Coordinators will also coach/support other high schools in preparing to apply for IP, early College, or Chap.74 designations as feasible.	

How will you know if you are on track? Present method(s) for tracking progress toward goal:

In addition to tracking Innovation Pathway, Vocational (Ch. 74) program or Early College program designations (and related placements) in the STC Quarterly Report and database, progress on this goal will also be presented and reviewed regularly at FH Youth Career Connections Council meetings

Goal 4: By June 30, 2020, we will have attained, as described in detail on pp. 6-7, Pioneer Valley Regional Planning goals related to career pathways identification, development, and resource alignment.

Goal 4 Action Plan

SY18-19	SY19-20	SY20-21
Complete identification of existing pathways.	Develop at least one new pathway.	Support additional pathways, align resources, and strengthen/deepen business relationships.

How will you know if you are on track? Present method(s) for tracking progress toward goal:

These goals and activities are being closely overseen via regular meetings of the PV Regional Core Planning Team, with progress reported by both the Hampden and Franklin Hampshire WBs to the Workforce Skills Cabinet.

Any other findings, conclusions or other observations about your planning process?

n/a