



U.S. Department of Labor Summer Jobs and Beyond: Career Pathways for Youth

Franklin Hampshire Summer Jobs and Beyond (Franklin Hampshire Region, MA)

www.masshirefhw.org

Period of Performance: May 2016 – June 2019



in-school youth served



participants attained a Measurable Skill Gain



participants received work experience



participants placed in unsubsidized employment



participants placed in post-secondary education/training

Overview of the Program: The Franklin Hampshire Regional Employment Board (REB)’s Summer Jobs and beyond project targeted three high need communities in (Orange, Turners Falls, and Ware) Massachusetts (MA) with a three-pronged approach to provide intensive outreach and services to in-school youth. The project worked with three partner school districts to offer a continuum of career development services, including career pathways programming, over the four high school years, leading to increased graduation rates, increased youth employment, and improved college/career readiness for all students. 150 at-risk youth participated in a summer jobs program, including pre-employment training, paid work experience, and short term case management support. Of the youth participants, at least 90 were identified as being at high risk for dropping out, or facing other significant barriers to success in high school. These youth received year round intensive case management support. The project transformed the relationship between the three target schools and a long-established School to Career and WIOA Programs engaging partners for disconnected youth, and working with their communities to enhance overall student learning and success through career exploration and work experience.

Program Highlights:

Recruitment Strategies: Summer Jobs & beyond Counselors worked with school districts relying on School Leads referring youth. Counselors drew from collaborative relationships that had already been developed with REB School to Career and Franklin Hampshire One Stop Career Center staff. Program managers also relied on services for assistance with career exploration, labor market information, and job search activities, utilizing such tools as MassCIS and the REB Youth website www.fhyouth.org. An initial assessment and preliminary development of an Individualized Service Strategy (ISS) was used to determine if a youth was in need of and willing to commit to full enrollment in the year-round program.

Partnership Strategies: Vital community partners in each region included the North Quabbin Chamber and Community Coalition serving Orange, the Brick House in Turners Falls, and the Quaboag Community Development Corporation in Ware. Summer Jobs and Beyond engaged community partners in supporting youth achievement in work and school. Partners included representatives of the Mass. Rehab. Commission, the MA Department of Children & Families, MA Adult Community Learning Services, area secondary schools. Additionally, Adolescent Re-Entry Services, the local community college, and youth outreach, prevention, housing and assistance programs supported by the Department of Public Health were active partners.

Work Experience Activities: The grantee built their work experience component on existing relationships with 62 area employers willing to host youth interns, ranging from non-profit sector work with the Council on Aging and summer camps, to positions at car dealerships, landscape/garden centers, and retail outlets. This grant provided an opportunity for project managers to focus specifically on the three communities identified above connecting with community leads in each town to connect to more employers. Youth received approximately 20-30 hours a week at minimum wage, with a bi-weekly group session in each community to share essential job readiness information, such as Workplace Safety and Youth Worker Rights, and to develop the "soft" skills crucial to successful employment, including interviewing, professional communications, and financial literacy.

The program managers utilized some work program grant funds for some teacher resources, outreach staff time, and work-based learning connections to each of these three high schools. Youth Employment fund-raising, the flyouth.org website, and facilitation of bi-monthly YCCC meetings. In addition, the REB and Community Action leveraged Career Pathways curricula that they already developed and piloted. An example can be found at <http://franklinhampshirereb.org/green-careers>. Other organizations that provided support included the Quabbin Community coalition and Brickhouse Community Resource Center.

Leveraging Support (outside of WIOA resources, monetary/in-kind) The Franklin Hampshire REB's MA DOE School to Work program grant provided some degree of teacher resources, outreach staff time, and work-based learning connections to each of these three high schools.