

## Made in Durham

### FY 2017-2018 Statement of Work for Durham County

Made in Durham agreed to provide the following services during Fiscal Year 2017-2018.

Activity	Measurement	Comments	EOY Report
<b>Support implementation of career pathways that extend from secondary to post-secondary institutions</b>			
Establish Career Advising Task Force of Employers, Educators, and Non-profits to provide career pathway information and improve quality and quantity of students receiving career advising.	Analyze strengths and gaps of current strategy  Develop strategies for increasing number of students receiving DPS career advising  Develop plan to increase number of students receiving quality advising by 15% (100 students at a minimum).	Baselines need to be established in order to determine percentage increase.	Committee formed. Initial analysis indicated the need for a more robust Work Based Learning Continuum to create options for the Career Advising. As part of WBL, also identified need for Career Coordinators inside each High Schools to help students navigate the WBL prior to engaging students. Career Coordinators hired.

<p>Provide work based learning to support career pathways and career exposure.</p>	<p>Increase number of employers providing work based learning to students by 15%.</p> <p>Develop evaluation plan for analyzing effects of select work based learning experiences</p>	<p>Baselines need to be established in order to determine percentage increase.</p> <p>Data in the programs noted in WBL would be considered base line moving forward.</p>	<p>Employers indicated preference for their WBL to be tied to bigger vision for WBL engagement. Subcommittee established to develop framework for larger vision. Framework completed and includes career awareness, exploration and experience goals and programs. Programs are DPS, OWED and Private employer based.</p> <p>Programs delivered during the 2017-2018 year:</p> <ul style="list-style-type: none"> <li>▪ 700 students, 57 employers participate in 17 Career Conversations at Durham high schools</li> <li>▪ 250 youth, 20 businesses participate in SummerWork Youth Job Expo</li> <li>▪ 180 youth, 33 employers participate in Durham YouthWork Internship Program</li> <li>▪ 70 interns funded through NCWorks NExtGen program</li> <li>▪ 85 DPS high school students, 9 employers participate in spring break Scholars-at-Work program.</li> </ul>
--	--	---	---

Establish new apprenticeship programs in Durham.	Establish 10 apprenticeship programs.	True apprenticeship programs often require significant coordination between education, private sector and state and union regulatory agencies. Future goals should be divided into identifying a specific number of apprenticeship program opportunities and beginning the process. And a second goal for the number actually established and underway.	Analysis of potential apprenticeship programs conducted to identify industry sectors with most urgent needs and most willing to participate. Two main areas were identified: Construction industry and Utility Industry. Coordinated conversations identified need within each of the industry for Skilled Trades Apprentices and Utility linemen. Meetings with the State of NC defined program potential within the requirements of the state. Collaboration with Duke Energy, DTCC, and DPS led to funding for DTCC for Lineman apprenticeship training. Collaboration with DPS, DTCC and Construction employers and associations has new apprenticeship program scheduled to begin in 9/19 and feed into DTCC new Construction Academy.
Establish Racial Equity Task Force of Employers, Educators, and Non-profits to review challenges of equity and develop recommendations to reduce impact of bias on student achievement.	Reduce achievement gap, impact of race on suspension and assignment to AP classes. Task Force will review issues and establish goals.		Committee formed. Developed initial framework. Looking at racial inequity in the education to career system for youth. Initial work was done in mapping out the system to identify potential points in the system where bias occurs. Next steps are to develop the goals and solutions for addressing.

Work with MID's Youth Network to support efforts to reduce bias and improve equity.	Youth Network members are developing action projects in four high schools in Durham. Progress and outcomes that result from YN action projects will be evaluated.		<p>Youth Network members actively participated in ALL Made in Durham boards, committees, and program development and policy. In addition all students participating worked on Action Projects to address Racial Disparities in the schools. 5 Action Plans are currently underway. These 5 Action Plans address strategies to address one of three areas</p> <ul style="list-style-type: none"> <li>• Increasing the number of students of color in AP/Honors classes</li> <li>• Addressing racial disparities in school discipline, specifically ISS/OSS</li> <li>• Working to cultivate among teachers and administration stronger racial and cultural awareness for their students</li> </ul> <p>In the 2017-2018 program year, the following were specific Youth Network outcomes:</p> <ul style="list-style-type: none"> <li>▪ 25 youth participate in Youth Network</li> <li>▪ 10 on-boarded to Made in Durham leadership teams (Board of Directors, 2; Advisory Team 4; Racial Equity Task Force, 4)</li> <li>▪ 19 youth-serving organizations engage in recruitment</li> <li>▪ 5 public engagements to speak or represent youth issues.</li> <li>▪ 4 Action Plans in 4 Durham High Schools.</li> </ul>
<b>Support reengagement of opportunity youth</b>			

Support success of dropped out youth with the Made in Durham, Durham Futures collaborative.	Develop a pilot to reengage, support, and track progress for at least 50 (new) dropped out youth in a best fit reengagement program with support from an Oak Foundation grant.	The plan will consist of a coordinated outreach and referral to best fit programs to maximize youths' chances of success.	<p>Pilot was established and underway. Four participating agencies to deliver the direct high school equivalency programming: Gateway to College, Performance Learning Center, Achievement Academy, and Durham Literacy Center. Best Fit Model adopted. Staff hired to provide Re-engagement services, direct Best Fit Model, Career Readiness, and College Readiness. Agreement reached on data collection. Contract executed with SSRI to begin data collection.</p> <p>Results delivered during the 2017-2018 program year:</p> <p><b>Reengagement</b></p> <ul style="list-style-type: none"> <li>▪ 85 stopped-out youth identified</li> <li>▪ 35 complete intake forms</li> <li>▪ 15 re-engage in partner alternative schools</li> <li>▪ 5 connect to NCWorks NextGen for career support</li> </ul> <p><b>College Readiness</b></p> <ul style="list-style-type: none"> <li>▪ 96 students participate in college readiness classes</li> <li>▪ 136 receive one-on-one coaching and support</li> <li>▪ 60% connect to social supports</li> </ul> <p><b>Career Readiness</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 73 students participate in career development classes</li> <li><input type="checkbox"/> 34 receive one-on-one career development counseling</li> <li><input type="checkbox"/> 7 students participate in YouthWork internships</li> </ul> <p><b>Completion/Transition</b></p>
---	--	---	---

			<ul style="list-style-type: none"><li>▪ 124 youth earned GEDs</li><li>▪ 22% matriculate to postsecondary education</li></ul>
--	--	--	--

<b>Evaluation, Assessment and Reporting</b>			
Use data analytic techniques to evaluate the success of supports for opportunity youth that can be scaled for all youth.	An evaluation plan for Durham Futures will be established and implemented	MOU with the Durham Children's Data Center is being established to accomplish evaluation and assessment of MID interventions.	MOU with Durham Children's Data Center transferred and renegotiated with Social Services Research Institute (SSRI) as a result of changes in the Data Center. MOU calls for dashboard metrics for the Futures Program to begin September 1, 2018.
Present to County Commissioners on MID progress in January and May, 2018.			Did not complete due to change in leadership. Presentations to Commissioners has now been scheduled for August 2018 and December 2018.