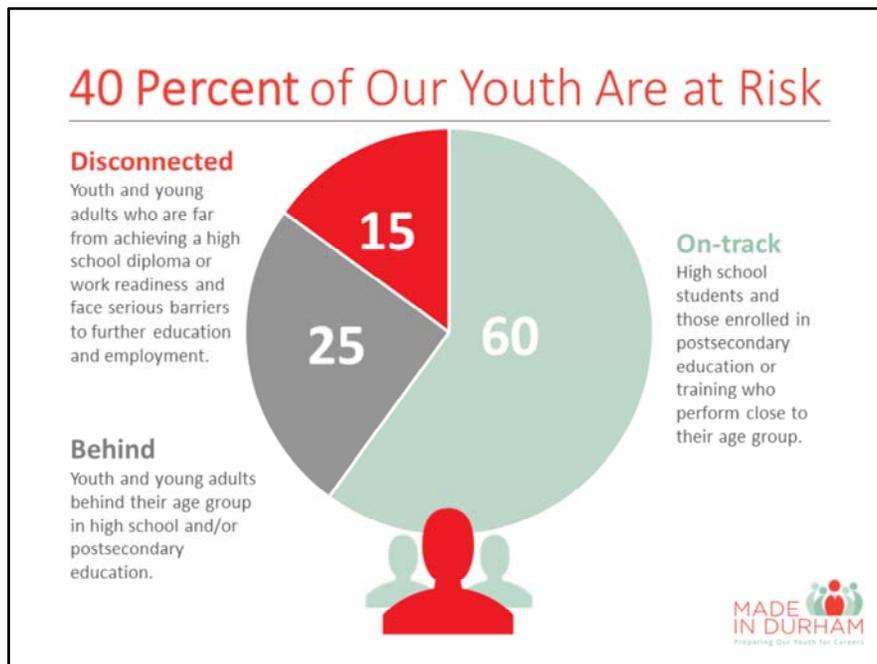
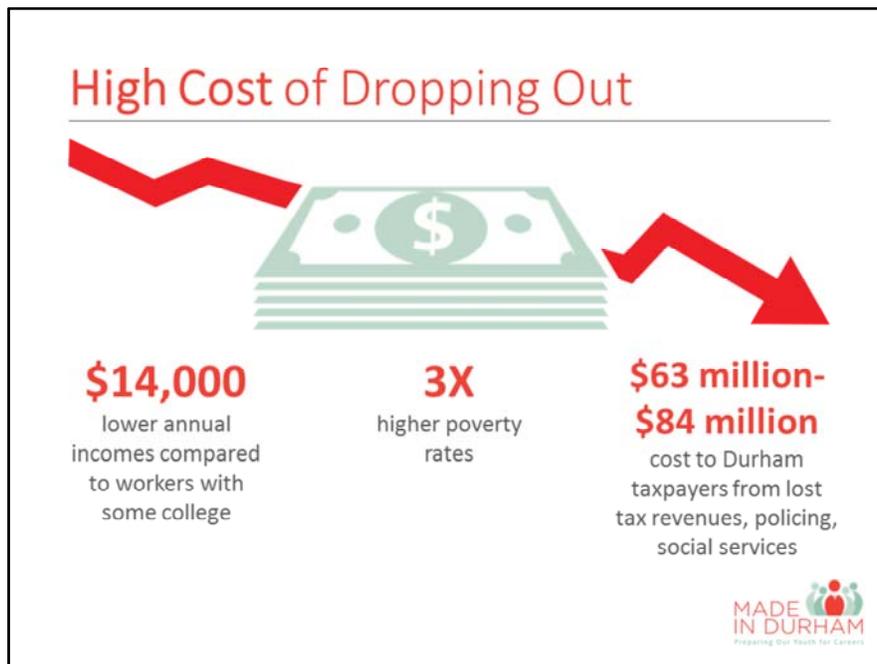




- Welcome to our inaugural Power of Partnership Summit.
- I am Meredythe Holmes, executive director of Made in Durham.
- What an exciting gathering of people committed to helping all of Durham's young people share in the prosperity of our region by securing life-sustaining employment and building a strong talent pipeline for our companies.
- Thank you Drew for kicking us off today and thank you all for joining us as we celebrate our collective successes and look ahead to the year to come.



- Made in Durham’s mission is to create a community-wide education-to-career system that enables every young person who is “made in Durham” to graduate from high school, secure a post-secondary credential and find rewarding, family-sustaining work by the age of 25.
- Sadly, we as a community have failed to provide such a system for our youth.
- As a result, research conducted in 2012 showed that as many as 40 percent of our young people may not be on-track to graduate and find meaningful employment.
- A substantial number struggle to get there, and some never make it at all.
- Most disturbing, the victims of Durham’s opportunity gap are mostly young men and women of color.
- So while employers in our thriving region create thousands of good jobs every year, many of our youth and young adults lack the skills and experience necessary to compete for those jobs.



- The consequences are severe.
  - High school dropouts make \$14,000 a year less than those attend even one or two years of college
  - Dropouts experience nearly three times the poverty rate.
  - And disconnected youth cost Durham taxpayers as much as \$84 million each year in lost tax revenues and for policing and other social and support services.
  
- Failing our young people hurts our **companies**, by making it more difficult for them to attract the talent they need to compete and grow.
  
- And it hurts our **community** financially and by making us less competitive in the global economy.

“ We work *together* to ensure every young person who is ‘made in durham’ enjoys a bright and rewarding future and that our companies have the pipeline of local talent they need to grow and thrive. ”

Victor Dzau  
Chair, Made in Durham  
President, National Academy of Medicine

- That’s where you come in.
- Thanks to your efforts, we are working across our community to create an education-to-career system that better serves our youth and our community.
- As you know, systems change does not happen over night.
- It’s a process to change how we think and how we work together to achieve a common vision and goal.
- That’s the key reason we wanted to bring you all together today – and annually as we move forward – to make sure we remain focused on our collective vision, take time to celebrate our successes and recommit ourselves to the work that remains to be done.
- So let me share with you some of the important work that all of us have achieved so far together and where we are heading in the coming year.

Years 1-2 (2012-2013)

## Change the *Conversation*\*

Create an education-to-career *system* that enables ALL Durham youth to:

			
Graduate from high school	Engage in work experiences that prepare them for careers	Complete a post-secondary credential	Secure living-wage work

\* Karl Stauber, Danville (Va.) Regional Foundation



“Collective impact” requires a series of predictable steps – the first being to identify the issue and change the community’s conversation about it.

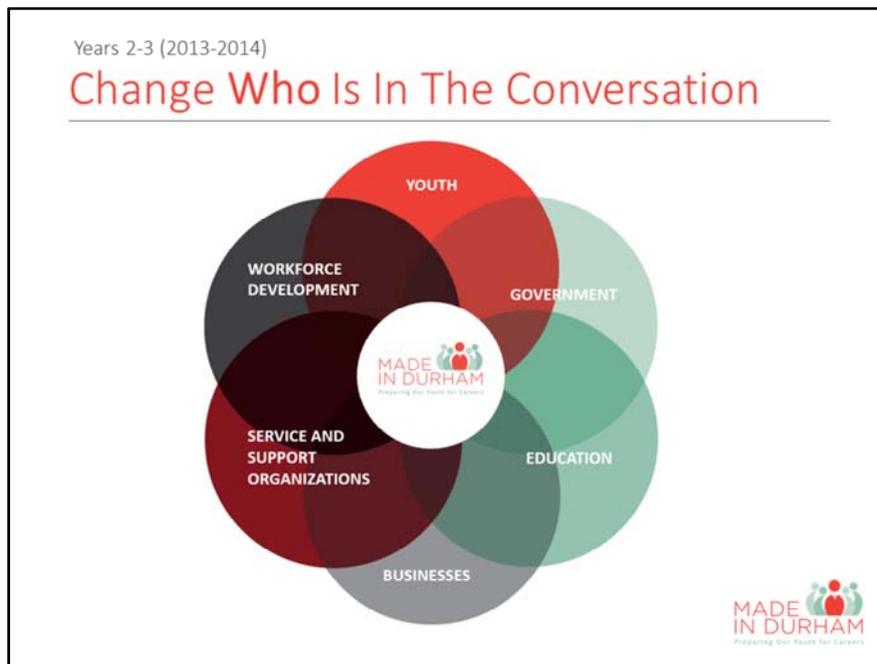
In our case, a group of concerned local leaders back in 2011 recognized that having as many as 5,000 youth falling behind each year, along with a growing poverty rate among youth of color, was presenting a major challenge for our community.

They met for over a year, interviewed nearly 100 community members, leaders and experts, and conducted research to identify the scale of the problem and the best approach to solving it.

In 2012, they published *Made in Durham: Building an Education-to-Career System*.

They called for business, government, educators, nonprofits, youth and young adults to collaborate in building an effective education-to-career system for Durham.

That report set the stage for our partnership and for our work.



The next step in systems change is to engage all of the many stakeholders who touch the problem and must be part of the solution.

If you'll look through our annual report, you'll see that we have, indeed, successfully engaged the people and organizations needed to create systems change in Durham.

You'll find City and County government departments, workforce development boards, nonprofit support agencies and our Made in Durham Youth Network.

You'll find financial investors, who make this work possible.

You'll find employers – dozens of employers, large and small, representing every major industry and sector in our community – who are stepping forward to help our youth make the vital connection between work and learning that research shows keeps young people in school and on track for careers.

And you'll find our education partners – Durham Public Schools, Durham Tech, N.C. Central University and our three dropout recovery partners - Achievement Academy of Durham, Gateway to College and Performance Learning Center.

We are fortunate to be served but these exceptionally strong, high-quality institutions that work every day to help our young people find success. I encourage you to review the fact sheets at your seat that highlight these stellar educational institutions.

Years 3-4 (2015-2016)

## Change Behavior



### Nonprofit Backbone Organization

- **Cultivates** partners
- **Facilitates** collective visioning and action
- **Raises** resources
- **Keeps** partners informed and engaged

### Board of Directors

- **Sets** direction
- **Opens** doors
- **Removes** barriers
- **Ensures** accountability of the nonprofit backbone organization

### Advisory Team

- **Recommends** innovation
- **Ensures** alignment of strategies
- **Guides** implementation
- **Develops and recommends** policy improvements

### Action Teams

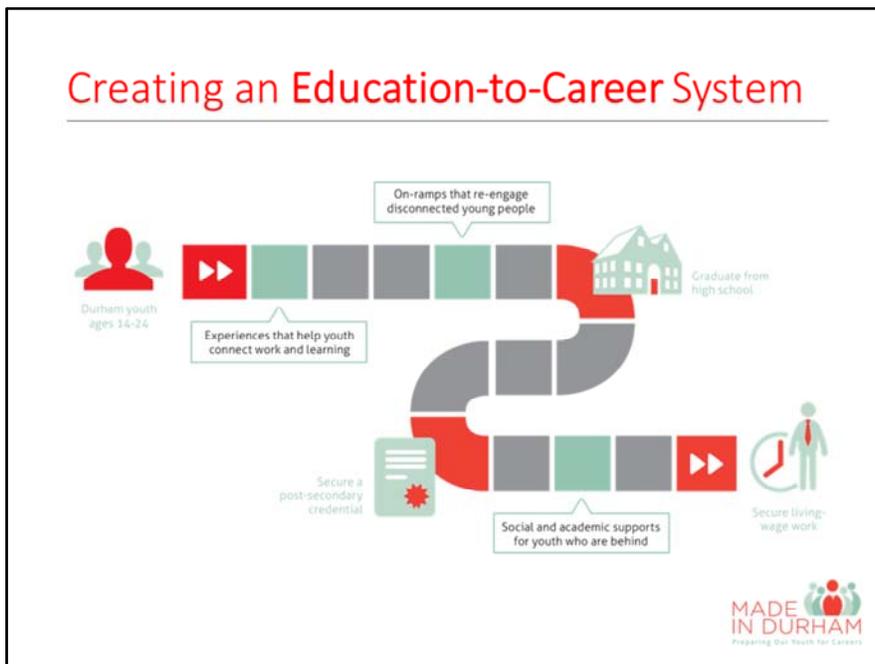
- **Operate** system components
- **Implement** system improvements
- **Identify** challenges and opportunities
- **Develop** strategies for change



Once you have changed the conversation and engaged the right people in the conversation, you can focus on changing behavior.

I'm talking here about OUR behavior – the behavior of all of us who shape each piece of the system.

This is the hard, dense work any startup must undertake to figure how to organize and function to create the system change we seek.

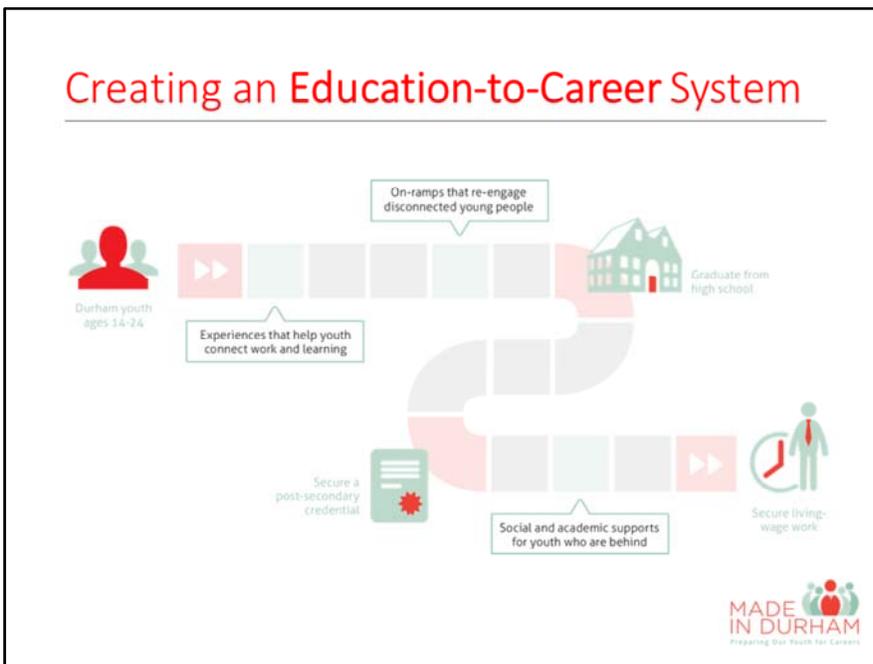


All of this has set the stage for actually changing outcomes in our community.

And although we are still in our infancy, we are already seeing system improvements.

For example,

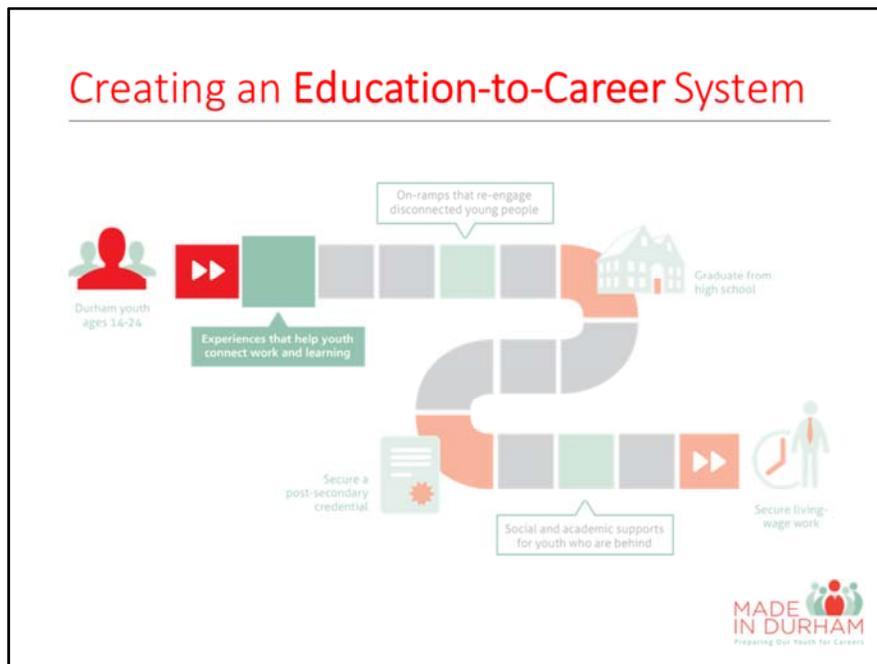
- Staff at N.C. Central and Durham Tech, meeting together through Made in Durham, discovered a need and opportunity for Central students who were falling behind to catch up academically by taking advantage of community college programs. They created Eagle Connect, a dual-enrollment program, to do just that. **THEY ARE BUILDING THE SYSTEM.**
- City, county and education partners, brought together by Made in Durham, recognized the value of the City's 30-year-old summer internship program, YouthWork. They have been working together for the past two years - meeting every two weeks - to expand and improve that program. **THEY ARE BUILDING THE SYSTEM.**



So what does this system look like?

First, it contains many seamless pathways to jobs in high-growth sectors.

Our Career Pathways Team is working with partners across the region to develop state-certified career pathways that will help all Durham students qualify for careers in our region's Advanced Manufacturing/Skilled Trades, Information Technology and Health and Life Sciences sectors.



Next, it provides a range of work-based learning experiences that help youth connect work and learning.

Research shows that work-based learning can actually motivate students to stay in school and get the credentials they need to enter rewarding careers.

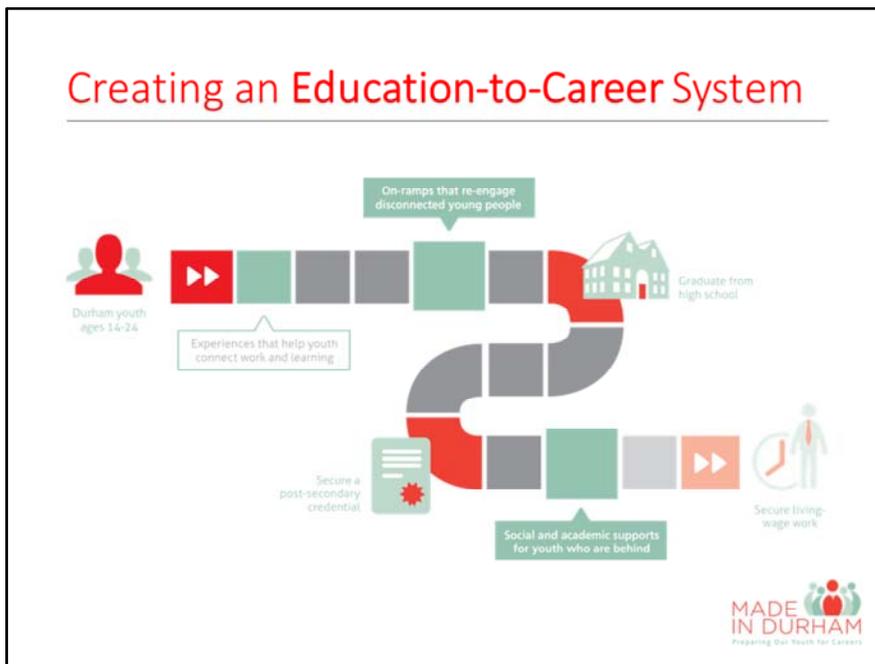
Our Business Engagement Team is focused now on scaling the Durham YouthWork summer internship program – adding 50 new paid internships for the summer of 2017.

Their goal is to help more of our young people, ages 14-24, get valuable first, second and third job experiences that help them end up in rewarding careers.

If you can sponsor a summer intern this year, we need you.

The YouthWork brochure on your table tells how you can help.

In the coming year, we'll begin looking at other ways to integrate work-based learning experiences – such as job shadowing and company tours and presentations – into the educational experiences of our youth. Expect to hear more about that soon.



Finally, our system will provide highly effective mechanisms for reengaging and serving youth who are disconnected from school and work.

Our Durham Futures Action Team has been piloting a range of innovations at our three partner alternative schools.

A grant from Duke Energy has funded the development of curricula by our partners at Durham Tech to integrate work-based learning and employability skills training into these programs.

A grant from United Way funds two counselors who work with the three schools and their students on college and career readiness.

While we are in the early stages of building these important system components, I'm gratified to report that we are already having impact.

## Changing Outcomes Changing Lives



If you read our newsletters and the feature story that the *Durham Herald-Sun* so graciously runs each month to spread the word about our work, you'll find life-changing stories about real people, like Markeci Thomas.

This delightful young man faced a range of life challenges that hindered his academic progress.

But with support from one of our dropout recovery partners, Markeci graduated from high school this past year -- the first of eight children in his family to do so.

Markeci wanted to attend college, but like so many first-generation high school graduates, no one around him had experience with the college application process.

So, last January, one of our United Way-funded counselors, Rotcelis Morales Jones, began working with Markeci, helping him think through his college and career aspirations.

She helped him create a goal sheet, research colleges, apply for financial aid, set up campus visits and fill out applications.

And this fall, Markeci enrolled in Durham Tech, pursuing an associate's degree in business administration he hopes one day will help him own his own business.

"Working with Rotcelis gave me the confidence I needed to do those things," Markeci said. "She made me want to keep pushing forward."

Stories like Markeci's make all of us want to keep pushing forward, as well.

## Vision

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All Durham youth and young adults complete a postsecondary credential and begin a rewarding career by age 25.



So, I'm happy to report to you today that the "state of the Partnership" is strong, focused and committed to creating an education-to-career system that prepares all of our young people for school and career success.

We demonstrate the power of partnership every day, showing that we truly are "better together."

Thank you all again for what you've done in the past and all you will do in the future to make our collective vision a reality.



It is now my great pleasure to introduce our keynote speaker, Kristy Teskey, executive director of the John M. Belk Foundation.

You can read about Kristy's distinguished career on the back of your program.

What is exciting for our work is that, as the Endowment's first executive director, Kristy is developing a strategic vision for creating systemic change for ALL North Carolina students to access and complete postsecondary education and move into family-supporting-wage jobs.

I'm confident that through her leadership, North Carolina will emerge as a leader in this far-reaching work.

Kristy, we're excited to learn more about your plan.

Please give a warm Durham welcome to Kristy Teskey.



Adjourn