



Made in Durham FY 2018 Plan of Work

Made in Durham is a community partnership of educators, business, government, nonprofits and young people mobilized around a shared vision that all of Durham's youth will complete high school and a postsecondary credential and begin a rewarding career by the age of 25.

The partnership's primary, overarching goal for fiscal year 2018 is to identify, articulate for community understanding and progressively address gaps in the current education-to-career system to help assure measurable improvements in system performance for our youth and young adults.

The Plan of Work will directly reflect recommendations of a recent partnership task force that was charged by the Made in Durham Board of Directors to evaluate progress to date and propose most impactful avenues going forward, as summarized below:

- Continuously evaluate progress, identify and address tough issues in the education-to-career system, and pilot and demonstrate solutions for scaling.
- Use data (i) to measure system performance and drive best practices and (ii) assure that the system responds to data-driven demands for career opportunities of today and tomorrow.
- Ensure active, continuous collaboration among the Board, Advisory Team and all key partners to elevate and incorporate lessons learned into continuous improvement strategies for systems change.
- Build on the success of Durham Futures to reach more students with enhanced interventions to support their educational and career attainment.
- Ensure employer and youth engagement to build a highly functional education-to-career system.

CAREER PATHWAYS

1. We will ensure that Durham's development and implementation of career pathways will advance youth workplace readiness by increasing the number and quality of work-based learning experiences and expanding the number of employers engaged in preparing young people for careers.
2. We will establish a Career Advising Task Force of educators and employers to review the counseling system that prepares Durham's youth for relevant post-secondary

credentials and careers and make recommendations to ensure quality, consistency and equity.

3. We will work with Durham Technical Community College and N.C. Central University partners to develop and enhance strategies to reduce the number of lost credits, improve alignment of courses that lead to on-time completion and provide academic and social supports needed to increase attainment of credentials and degrees for underrepresented youth and young adults.
4. We will ensure the effective use of data and evaluation to support continuous improvement in the partnership's work on career pathways development and implementation.

DURHAM FUTURES

1. We will scale the Durham Futures model to maximize reach and effectiveness and increase currently impacted students by 25% (from 200 to 250).
2. We will work with the Advisory Team and the Made in Durham Board to identify and advance needed systems and policy changes to foster the adoption and sustainability of effective practices in the education system and among employers and community organizations.
3. Durham Futures partners will ensure the effective use of data to evaluate interventions in order to scale best practices.
4. We will advocate for coordinated use of data across systems.
5. We will reduce programmatic and policy barriers for court-involved youth seeking secondary and post-secondary credentials and living wage employment.

DATA INFRASTRUCTURE

1. We will ensure that data on emerging occupations and needs of area employers are embedded in the career advising system.
2. We will establish system baselines and ensure implementation of Made in Durham's measures assessment.
3. We will continue to advocate systemic improvements to Durham's data infrastructure based on the experience of Made in Durham's partners and demonstration efforts.

ENGAGEMENT OF CONSTITUENTS AND PARTNERS

1. We will include board and employer representatives on the Advisory Team and will ensure that blended work teams will be utilized to accomplish the work of the Made in Durham partnership.
2. We will ensure the voice of youth will be directly involved in the assessment of what is not working in the system and arriving at solutions for our education-to-career system.

3. We will ensure employers are engaged in curriculum development and system review, and are providing work-based learning for young people to ensure a quality talent pool for their jobs.
4. We will ensure educators are fully engaged in all system review, analysis and development of recommendations for improvements.
5. We will ensure community partners, such as nonprofit organizations that are engaged in the education-to-career system and in addressing youth barriers, participate in system evaluation and system building.
6. We will establish a Task Force of community partners to review system challenges of equity as defined by the Advisory Team: Racial Equity is a state in which young people's experiences and outcomes with Durham's systems are no longer determined by race.
7. We will engage policymakers to ensure needed changes in the system are implemented.
8. We will focus board discussions on lessons, challenges and opportunities emerging from our program demonstrations and systems change efforts to identify areas where CEO engagement can expedite the reforms needed to strengthen Durham's education-to-career system.

COMMUNICATIONS PLAN

1. We will update the communications plan to support the FY 2018 Plan of Work, and promote engagement and support among organizations and people the partnership requires for its success.
2. We will develop regular briefings for local policy makers (county commissioners, city council members, school board) and Greater Durham Chamber of Commerce.
3. We will develop a communications plan to support the reengagement initiative when Oak Foundation funding is granted and Talent Hub when Lumina Foundation funded is granted.

Revised June 15, 2017