

Made in Durham Power of Partnership Summit

November 3, 2017



Welcome to our 2017 Power of Partnership Summit.

I am Meredythe Holmes, executive director of Made in Durham.

It's exciting to see so many 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.

“When you don’t understand something, everybody looks at you like, ‘Oh, he’s slow. He doesn’t know what he’s doing.’ So I started falling behind.”

Keon
Alternative School Student



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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.

Why do we focus on this? Because far too many of our young people get behind in school and stay there, while others drop out, for a host of reasons – chronic poverty, incarceration and racial inequity among them.

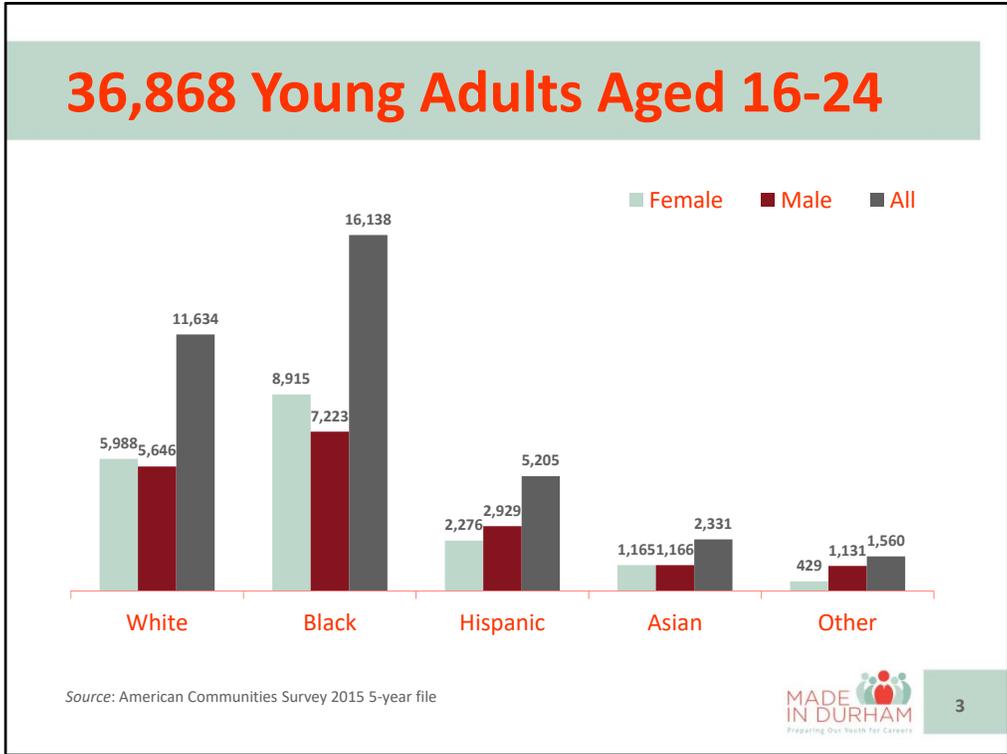
So, while Durham’s vibrant economy produces thousands of good-paying jobs each year, as many as one in four of our young people may not be prepared to compete for them.

Their employment problem is **our** employment problem.

It deprives our businesses of a strong local talent pipeline. It deprives our community of the many contributions these young people could make — **if** we could get them on track to academic and career success

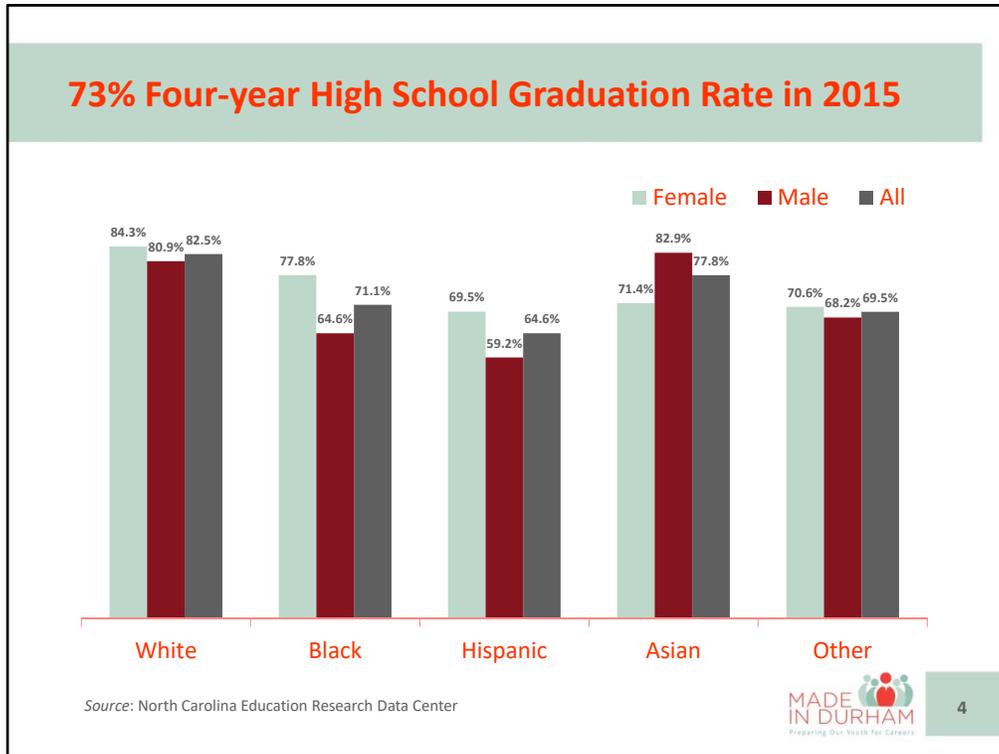
Where do we stand?

Baseline data now being developed by our new evaluation partner - Durham Children’s Data Center – sheds light on that.



Durham is home to about 37,000 young people ages 16-24.

- **44%** percent are African American
- **32%** percent are white
- **14%** percent are Hispanic
- **6%** percent are Asian
- **4%** percent identify as “other.”

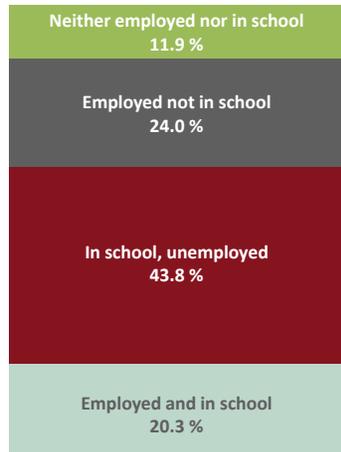


Data from 2015 show that 73% of students who started 9th grade in Durham graduated from some N.C. high school after four years.

That means that about **one in four** of our young people are **not** graduating in four years.

As you can see, graduation rates vary by demographic – from 83% of white students to 64% of Hispanic students.

12% Disconnected from School and Work

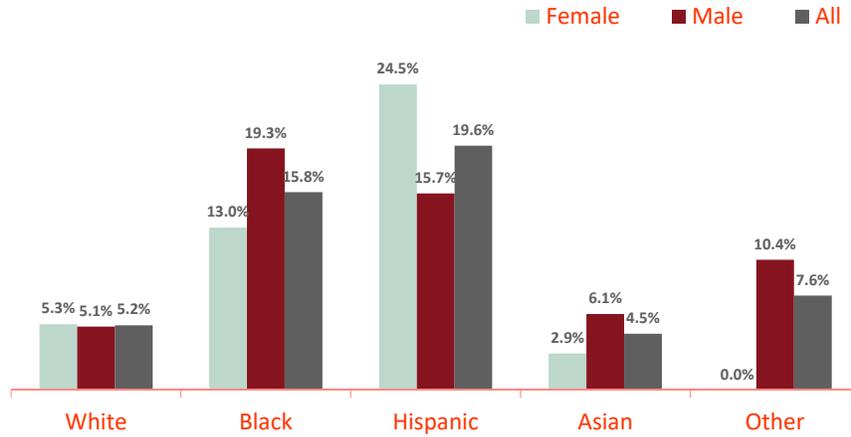


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What were those 37,000 students doing?

- About 44 percent of those 37,000 students were **in school**, and not employed.
- Another 20 percent were in school **AND** employed
- 24 percent are employed and **not** in school
- **Nearly 12 percent were not in school and not working.** We call these young people “**disconnected**” youth, and we spend a lot of our time as a partnership focused on how to reengage these students and get them back on track.

Demographics of Disconnected Youth



Source: American Communities Survey 2015 5-year file

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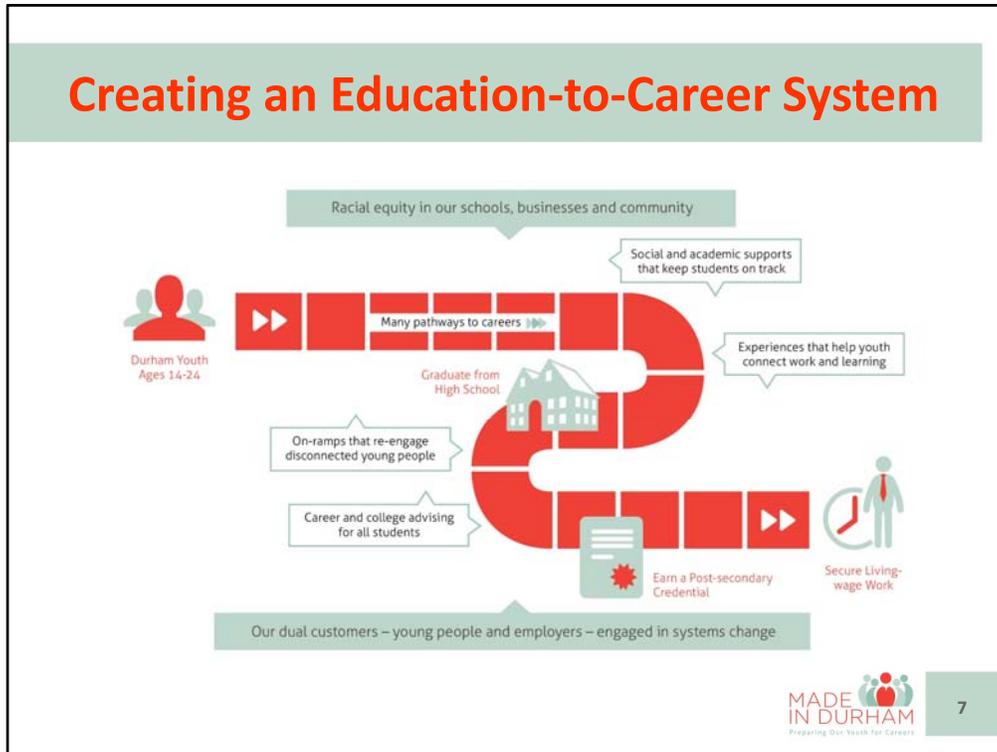
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Again, we see disparities across demographics.

Nearly one in four of our young Hispanic women are disconnected and nearly one in five of our young African Americans.

We clearly have our work cut out for us if we want to ensure that ALL of our young people graduate on time, earn a credential that is valued by the marketplace and secure a career by 25.

Creating an Education-to-Career System



Our work as the Made in Durham partnership is to identify the many points along the way where our young people fall behind or fall off and work together as a community to shore up those system weaknesses so that all of our young people can stay on track for success.

I'm proud to say we've made remarkable progress in a relatively short period of time.

I encourage you to learn about what we're accomplishing together by reading our 2017 annual report, which we've left on your chair.

This morning, I'd like to briefly share highlights of four key areas of our work.

Uniting Durham in a Shared Vision



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First, we've changed the conversation about what drives success for young people.

This has been a critical first step in creating the systemic change we seek.

You can look around and see that representatives from **all** of Durham's major institutions -- employers, government, education, youth-serving nonprofits and young people - are now at the table, collaborating regularly on creating this system.

Because we are now coming together regularly - getting out of silos and working across institutional lines -- we're finding that systemic improvements -- large and small - are beginning to occur.

Some, like achieving greater racial equity in Durham, take planning and a sustained effort. Our newly formed Racial Equity Task Force is focused on that work this year.

Other changes happen with greater ease simply because we're all working in partnership on the same end goal.

The City of Durham, for instance, is preparing to implement a new policy that will offer free bus transportation for young people ages 18 and under.

Transportation is a huge barrier for so many young people in our community.

Free bus service will literally open doors of opportunity for these young people, who will now be able to participate in the after school and work activities we offer them.

This change is coming about simply because I asked City Manager Tom Bonfield if he'd look into it after I learned that another community was doing it. After November approval from the City Council, he is anticipating a January implementation of this new policy.

Thank you, Tom, and the City of Durham!

The point is that system changes like this can now occur because everyone needed to change the system is at the table and focused on a common vision and framework for change.

Expanding Career & College Preparation



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Next, we've continued to expand career and college preparation for young people.

All of our young people will need some type of post-secondary credential to secure meaningful employment - there are many types of credentials and next steps that will get them there.

We must have a systematic way of guiding them through the process of preparing students for these journeys in the same way we've historically focused on guiding college-bound students to four-year colleges and degrees.

Thanks to the United Way of the Greater Triangle, we have been providing career and college planning to students in our partner alternative schools for the past two years.

And I'm happy to announce that United Way has recommitted \$180,000 for another two years to continue funding the two resource specialists who provide these services. Thank you United Way!

We've also had major employers, like the Durham Bulls and Burt's Bees, design and offer work site experiences to introduce students to careers and how to prepare for them. We learn from these experiences so we can determine how best to replicate and scale them to benefit more students.

Meanwhile, in a major move this year, Durham Public Schools has launched a new initiative to ensure all DPS students graduate with career and college plans.

A newly formed Made in Durham Career Advising Task Force is supporting that initiative by planning how we can engage the whole community in this important system innovation.

This systems change will have huge, far-reaching benefits for our students and our community.

Elizabeth Shearer in DPS Student Support Services and Rick Sheldahl in DPS Career and Technical Education, who are key players in this effort, will tell you it is a direct result of their participation and collaboration in Made in Durham.

Sharing a vision, learning together what systemic barriers our students face, and understanding what drives student success is leading to the system changes we seek.

Exposing Students to Work



All of you remember your first job and what that meant for you:

- You learned about getting out of bed and making it to work on time
- You learned how to punch a time clock, work a cash register or bus tables.
- You gained connections and work references that helped you later on.
- And you may have learned that you wanted to go to college or get a credential of some kind so you'd NEVER had to do that first job again!

All young people need work experiences to learn how to prepare for and enter the world of work.

And research shows that work experience can actually motivate students to stay in school.

So our partnership focuses on expanding opportunities for students to engage in work-based learning.

This past summer, 73 employers signed up to host more than 200 Durham youth in paid summer internships through the Durham YouthWork Internship Program - a system collaboration that has grown exponentially in the past few years.

We also focused this year on promoting apprenticeships as a key path to credentials and employment, and we hosted two apprenticeship summits with encouraging results:

- More that 30 employers attended.
- Eight companies have signed up to create apprenticeship programs
- Others are exploring the possibility.

We'll continue working to expand apprenticeship offerings this year and to expand our summer internship program into year-round work-based learning opportunities.

Re-engaging Students Who Drop Out



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Drop-out recovery is another key focus for Made in Durham.

Early research commissioned by the Durham leaders who created Made in Durham estimated that taxpayers could save \$7 million a year for every 500 young people we reconnect to school and work.

This year, the four alternative school programs in our Durham Futures collaborative helped 125 young people graduate from high school, prepared for next steps to college or careers.

If you do the math, that could translate to \$1.75 million in tax savings for local residents if these young people continue on their current trajectory.

In the coming year, we will work to help 50-75 additional young people complete high school thanks to a \$750,000 three-year grant from the Oak Foundation to support this work.

Where We're Headed

- Expanding reengagement with \$750,000 Oak grant
- Expanding college and career advising:
 - DPS career and college plans
 - Durham Futures \$180,00 United Way grant
- Overcoming systemic barriers:
 - Racial Equity Task Force
 - Career Advising Task Force
- Expanding work-based learning
- Tracking and reporting on progress with Durham Children's Data Center



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Looking ahead to this coming year, expect to see continued progress toward systems change.

We'll focus on:

- Engaging more young people who have dropped out, getting them back on track and supporting them to stay there
- Expanding college and career advising
- Tackling key barriers to student success - like racial equity.
- Expanding supportive services - like career advising
- Developing more work-based learning opportunities
- And using data to inform and drive our work.



I thank all of you for your investments of time, talent and treasure on behalf of Durham's young people.

I ask for your continued participation and commitment to the work ahead.