



Durham County Budget Retreat

Systems Thinking Exercise: Connecting Jobs

“Why despite all of our investments made, have we not been able to make a significant impact on connecting jobs to some of our residents?”

Resource Materials

1. **NC Commerce Demographics Report, February 2020**
<https://accessnc.nccommerce.com/DemoGraphicsReports/pdfs/countypProfile/NC/37063.pdf>
2. **Demographic and Economic Trends Data from budget pre-materials**
3. **My Brother’s Keeper Action Plan** – selected pages
4. **Creating Pathways To Success: Made in Durham** - selected pages
http://madeindurham.org/made/wp-content/uploads/2015/12/2017_Made_In_Durham_AR.pdf

County Profile

Durham County (NC)

February 2020

Demographics

Population & Growth

2018 Est Population
2010 Census Total Population
Jul2018 NC Certified Population Estimate

Population

306,457
267,587
311,163

% Annual Growth

1.9%
2.0%

Urban/Rural Representation

2010 Census Total Population: Urban
2010 Census Total Population: Rural

252,528
15,059

Urban/Rural Percent

94.4%
5.6%

Estimated Population by Age

2018 Est Median Age
2018 Est Total Pop 0-19
2018 Est Total Pop 20-24
2018 Est Total Pop 25-34
2018 Est Total Pop 35-44
2018 Est Total Pop 45-54
2018 Est Total Pop 55-64
2018 Est Total Pop 65+

35
75,399
21,601
55,222
43,798
38,020
35,361
37,056

% Pop by Age

24.6%
7.0%
18.0%
14.3%
12.4%
11.5%
12.1%

Commuters, Workers Age 16 and Over, 2018 ACS Est

Percent of Workers, By Travel Time

Avg Travel Time, Minutes	22.8
Workers Not Working at Home	146,763
Travel Time to Work: < 10 minutes	9.5%
Travel Time to Work: 10-14 minutes	15.9%
Travel Time to Work: 15-19 minutes	20.9%
Travel Time to Work: 20-24 minutes	18.5%
Travel Time to Work: 25-29 minutes	7.5%
Travel Time to Work: 30-34 minutes	13.4%
Travel Time to Work: 35-44 minutes	5.4%
Travel Time to Work: 45-59 minutes	4.2%
Travel Time to Work: 60+ minutes	4.7%

Workers, By Transportation

Worker Transp, Base	154,861
Work at Home	5.2%
Drove Car/Truck/Van Alone	77.0%
Carpooled Car/Truck/Van	10.1%
Public Transportation	3.4%
Walked	2.3%
Bicycle	0.6%
Taxi, Motorcycle, Other	1.3%

Place of Work

Worked in State/County of Residence
Worked in State/Outside County of Residence
Worked Outside State of Residence

Commuters

104,841
48,471
1,703

Residents

67.7%
31.3%
1.1%

Education

2018-19 Kindergarten-12th Enrollment
2019 Average SAT score (1600 new scale)
2019 Percent of Graduates taking SAT
2017-18 Higher Education Completions (Final)
2017-18 Higher Education Enrollment (Final)
2018 Est Education Attainment - At Least High School Graduate
2018 Est Education Attainment - At Least Bachelor's Degree

39,031
1,071
47.8%
9,085
37,401
185,147
99,488

Pop Age 25+

88.4%
47.5%

Housing

		% Ann Growth or % Total
2018 Est Total Housing Units	133,429	2.1%
2010 Census Total Housing	109,348	
2010 Census Total Households	120,217	
2010 Census Occupied Housing	98,479	90.1%
2010 Census Vacant Housing	10,869	9.9%
2018 Est Median Value of Owner Occupied Housing	\$209,300	
2018 Est Median Gross Rent	\$1,014	
2018 Est Owner Occupied Housing	66,379	53.8%
2018 Est Renter Occupied Housing	57,065	46.2%
2018 Est % Owner Occupied Vacancy Rate	0.9%	
2018 Est % Renter Occupied Vacancy Rate	6.5%	

Income

		% Ann Growth or % Pov
2018 Est Median Family Income	\$78,049	
2018 Median Household Income (SAIPE)	\$59,329	(1.2%)
2018 Est Median Worker Earnings	\$35,436	
2018 Per Capita Income (BEA)	\$50,698	
2018 Est Pop, Income Below Poverty (SAIPE)	41,063	13.5%

Employment / Unemployment

	Currently	2018 Annual
DEC2019 Prelim., 2018 Employment	164,315	161,771
DEC2019 Prelim., 2018 Unemployment	4,917	5,835
DEC2019 Prelim., 2018 Unemployment Rate	2.9%	3.5%
2019Q3YTD, 2018 Announced Job Creation	2,065	1,197
2019Q3YTD, 2018 Total Announced Investments (\$mil)	\$1,264.4	\$102.4

Employment / Wages by Industry

	2019Q2 Employment	2018 Employment	2019Q2 Avg Weekly Wage	2018 Avg Weekly Wage
Total All Industries	211,189	204,928	\$1,312	\$1,335
Total Government	21,158	20,584	\$1,244	\$1,199
Total Private Industry	190,031	184,344	\$1,320	\$1,351
Agriculture Forestry Fishing & Hunting
Mining
Utilities	234	224	\$1,513	\$1,689
Construction	5,424	5,076	\$1,091	\$1,119
Manufacturing	22,996	22,994	\$2,217	\$2,237
Wholesale Trade	7,237	6,887	\$2,128	\$1,999
Retail Trade	13,995	14,589	\$578	\$573
Transportation and Warehousing	5,224	3,500	\$786	\$880
Information	3,726	3,259	\$2,039	\$1,972
Finance and Insurance	10,068	9,828	\$1,784	\$1,962
Real Estate and Rental and Leasing	2,347	2,268	\$1,039	\$1,007
Professional and Technical Services	25,985	25,608	\$1,816	\$1,907
Mgt of Companies, Enterprises	1,344	1,351	\$2,511	\$2,794
Administrative and Waste Services	10,299	10,823	\$805	\$783
Educational Services	31,336	29,896	\$1,212	\$1,229
Health Care and Social Assistance	38,149	36,764	\$1,123	\$1,137
Arts, Entertainment and Recreation	2,195	2,002	\$435	\$460
Accommodation and Food Services	16,322	16,001	\$408	\$382
Other Services Ex. Public Admin	5,480	5,108	\$898	\$877
Public Administration	8,587	8,522	\$1,361	\$1,336
Unclassified	0	0	\$0	\$0

Commercial/Retail/Industrial

Local Business

2019Q2 Available Industrial Buildings	82
2019Q2 Establishments: Total Private Industry	8,555
2019Q2 Establishments: Manufacturing	238
2018 Est Self Employed	7,124

Local Retail Business

2019 Total Retail Sales (With Food/Drink) (\$mil)	\$4.7
2019 Total Retail Businesses (With Food/Drink)	1,377
2019 Avg Sales/Business Total (with Food/Drink)	\$3,429,931
2019Q2 Available Commercial Buildings (if County reports)	169

Quality of Life

Taxes

FY2019-20 Property Tax Rate per \$100 Value	\$0.7122
FY2018-19 Annual Taxable Retail Sales (\$mil)	\$7,771.1
2020 Tier designation	3

Childcare

2019Q4 Licensed Child Care Facilities	279
2019Q4 Licensed Child Care Enrollment	9,082

Healthcare Providers

2018 Number of Physicians	2,442
2018 Physicians/10,000 population	78.6
2018 RNs/10,000 population	244.1
2018 Dentists/10,000 population	6.6
2017 Pharmacists/10,000 population	26.8

Sources:

Census (2010, ACS 2014-18) for income, commuters, place of work, population, housing, and educational attainment at <https://data.census.gov>. ESRI for retail data at www.ESRI.com. NC Dept. of Education for SAT data by NC county system at <http://www.ncpublicschools.org>. US Dept. of Education, National Center for Education Statistics for higher education data at <https://nces.ed.gov/ipeds/datacenter>. NC Commerce, Labor and Economic Analysis Division for NC tiers, occupational data, employment and unemployment, and wages and establishments by industry at <http://accessnc.nccommerce.com/>. EDPNC for announced new jobs and investment and available buildings at <https://edpnc.com>. NC Dept. of Health & Human Services for childcare data at <http://www.ncdhhs.gov/>. UNC Sheps Center for healthcare professions at <https://nchealthworkforce.unc.edu/>. Full datasets and topic dashboards are available at <http://AccessNC.NCCommerce.com>.

Notes:

Data are the latest available at the date the profile was prepared. SAT scores use the new 1600 scoring system started in 2016 and represent county systems. Unemployment data is now the latest month which is preliminary and is subject to change. US Education IPEDs data for Completions and Enrollment is at least Provisional and updated when Final. American Community Survey (ACS) data are estimates, noted 'Est' and are from the 5-year survey; data is as of final year with dollars inflated to final year. Additional data, reports, and dashboards are available at: <http://accessnc.nccommerce.com/index.html>.



Economic & Demographic Trends





ECONOMIC TRENDS - Ten Largest Employers

2010 to 2019 Comparison

Key Point: Decreased Percentage of Total County Employment, but more employees

Rank	2010	Employees	% of Total County Employment
1	Duke University & Health System	32,848	18.49%
2	IBM Corp.	10,000	5.63%
3	Durham Public Schools	5,389	3.03%
4	GlaxoSmithKline	5,000	2.81%
5	BCBS of NC	2,400	1.35%
6	Research Triangle Inst. (RTI)	2,300	1.29%
7	Durham City Government	2,250	1.27%
8	VA Medical Center	2,160	1.22%
9	Fidelity Investments	1,900	1.07%
10	Cree, Inc.	1,750	0.99%
Total		65,997	37.16%

Rank	2019	Employees	% of Total County Employment
1	Duke University & Health System	38,880	18.63%
2	IBM	8,000	3.83%
3	Durham Public Schools	4,600	2.20%
4	BCBS of NC	4,281	2.05%
5	Fidelity Investments	3,700	1.77%
6	IQVIA	3,000	1.44%
7	Cree, Inc.	2,541	1.22%
8	Durham City Government	2,466	1.18%
9	Research Triangle Inst. (RTI)	2,276	1.09%
10	Lenovo Group, Ltd.	2,200	1.05%
Total		71,945	34.47%

Source: DCoNC CAFR June 30, 2019, Durham Chamber of Commerce, BLS





ECONOMIC TRENDS - Ten Largest Taxpayers

2010 to 2019 Comparison

Key Point: Key Point: Less dependence / reliance on Top Ten Companies Property Tax

Rank	2010	Assessed Valuation	% of Total Taxable Assessed Valuation
1	GlaxoSmithKline	\$861,138,476	2.97%
2	IBM	\$487,779,340	1.68%
3	AW North Carolina, Inc.	\$297,334,057	1.02%
4	Cree, Inc.	\$254,457,489	0.88%
5	Duke Energy Carolinas LLC	\$196,905,675	0.68%
6	Verizon South LLC	\$184,428,842	0.64%
7	Southpoint Mall LLC	\$169,444,545	0.58%
8	Eisai Inc.	\$130,546,427	0.45%
9	Time Warner Entertainment	\$109,243,301	0.38%
10	Merck Sharp & Dohme	\$109,089,029	0.38%
Total		\$2,800,367,181	9.66%

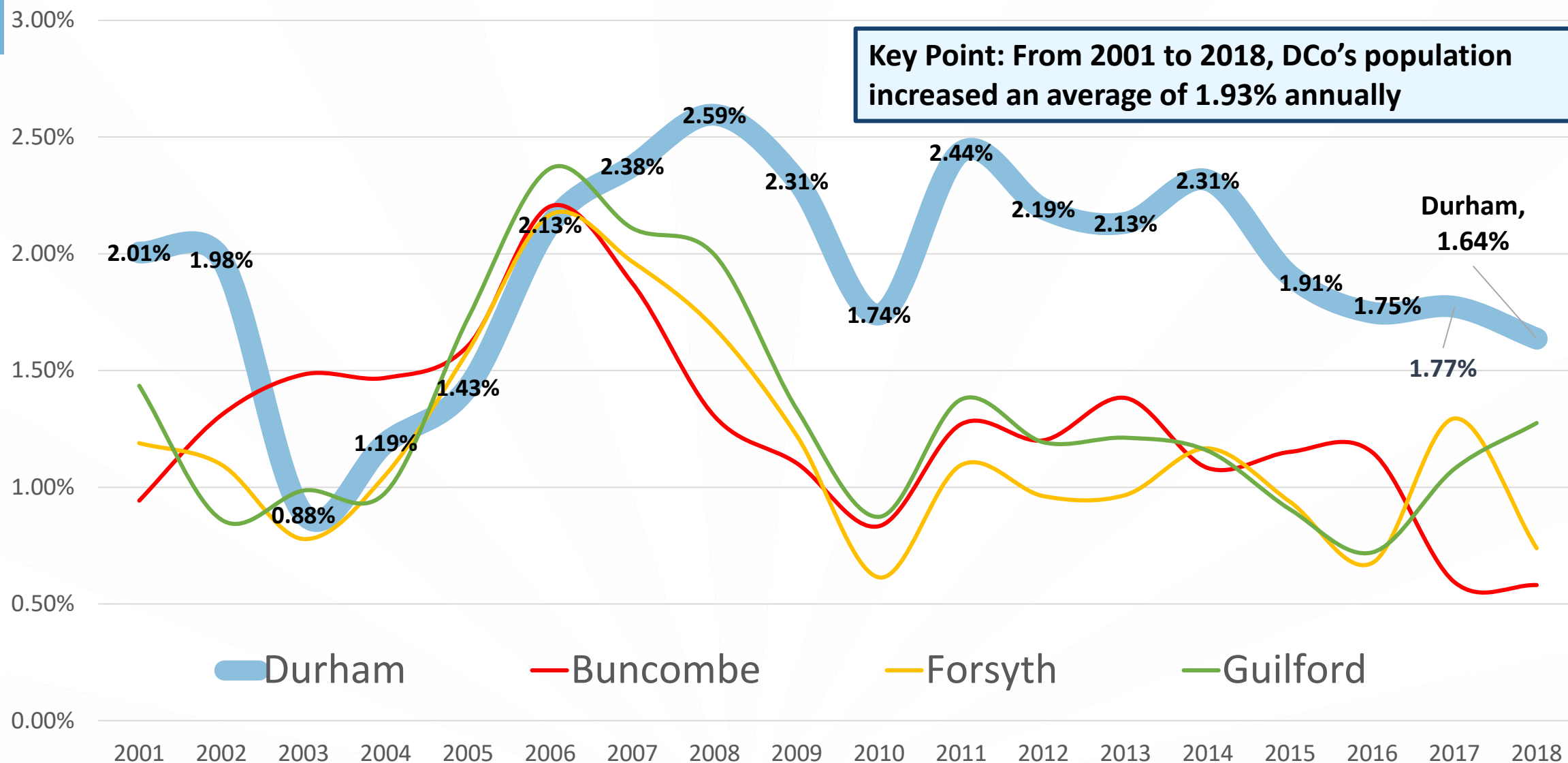
Rank	2019	Assessed Valuation	% of Total Taxable Assessed Valuation
1	AW North Carolina, Inc.	\$410,735,963	1.10%
2	Cree. Inc.	\$326,207,988	0.97%
3	Duke Energy Carolinas LLC	\$262,579,947	0.70%
4	Southpoint Mall	\$182,563,357	0.49%
5	IBM	\$173,177,896	0.46%
6	Parmer RTP LLC	\$163,613,626	0.44%
7	IBM Corporation	\$162,935,238	0.44%
8	Merck Sharp & Dohme	\$152,913,506	0.41%
9	EMC Corporation	\$137,966,937	0.37%
10	Biomerieux Inc.	\$134,446,940	0.36%
Total		\$2,143,141,398	5.74%

Source: DCoNC CAFR June 30, 2019, Durham Chamber of Commerce, BLS



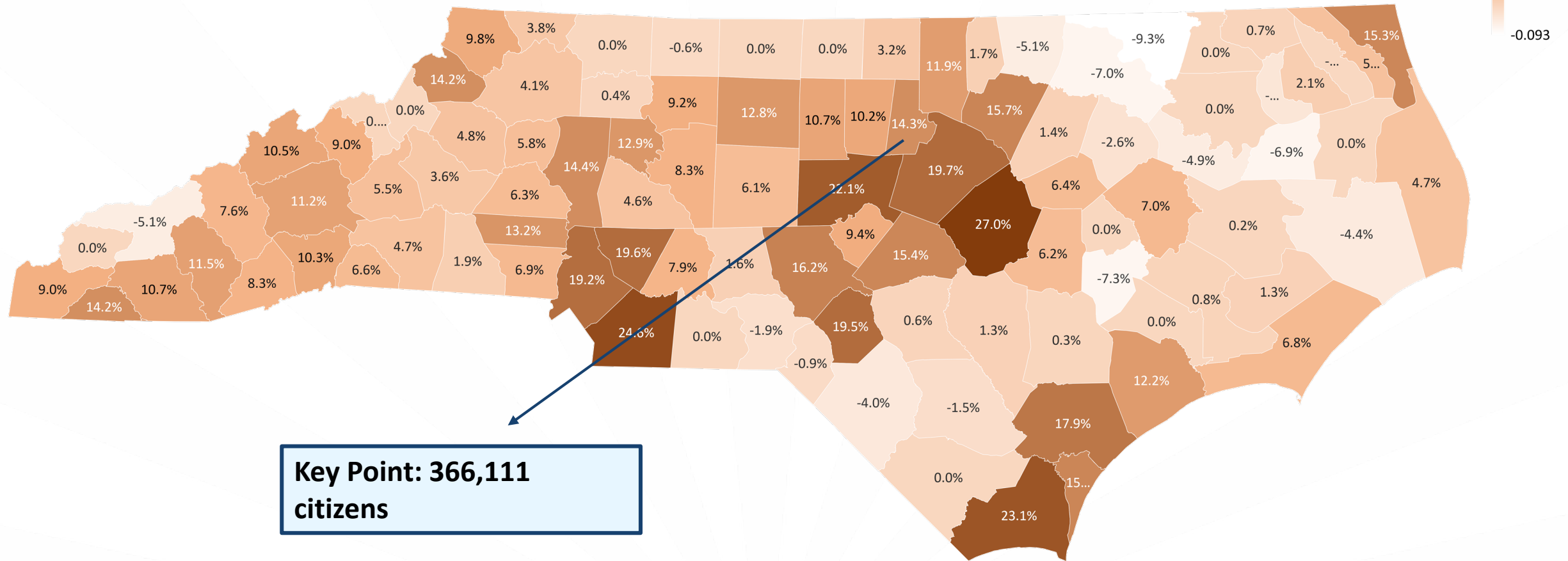


Percent Population Change from Previous Year SINCE 2001





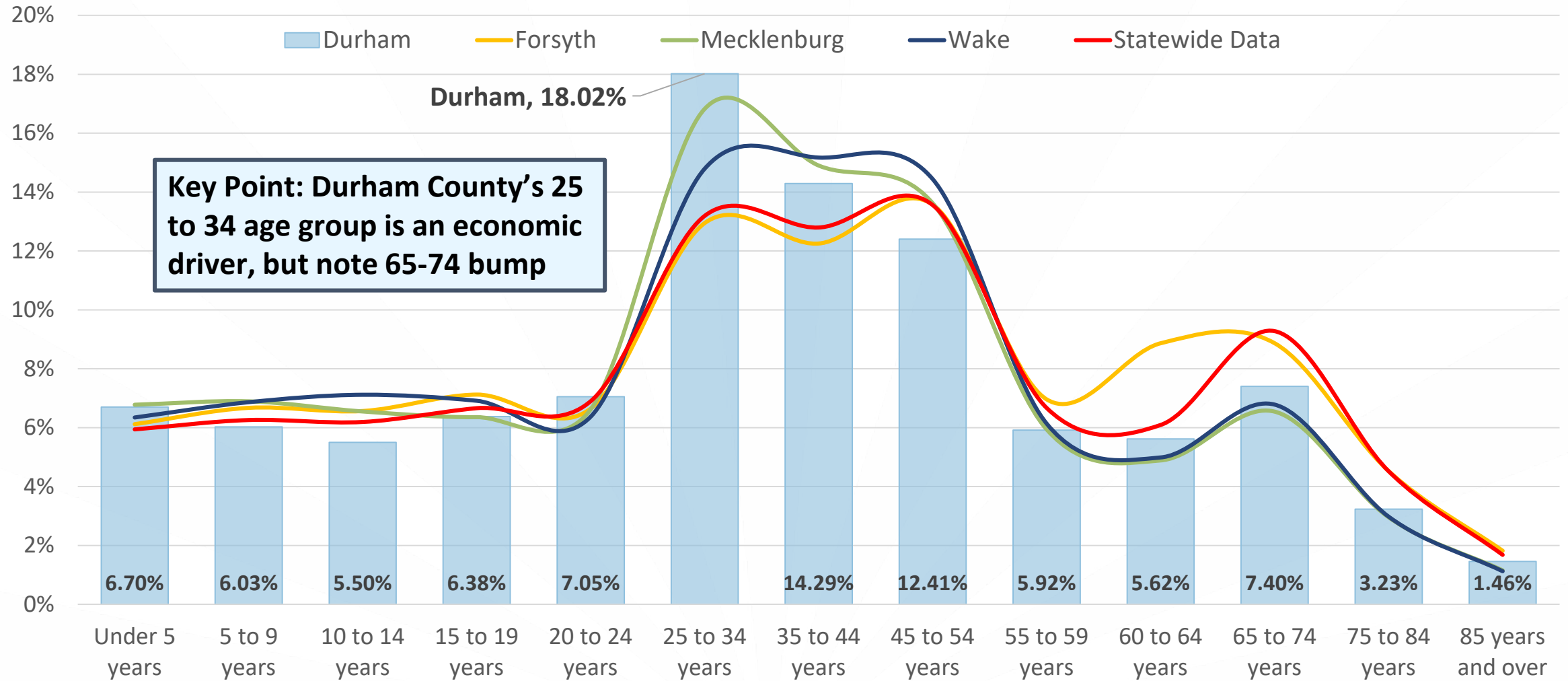
Projected Population Growth 2020-2030





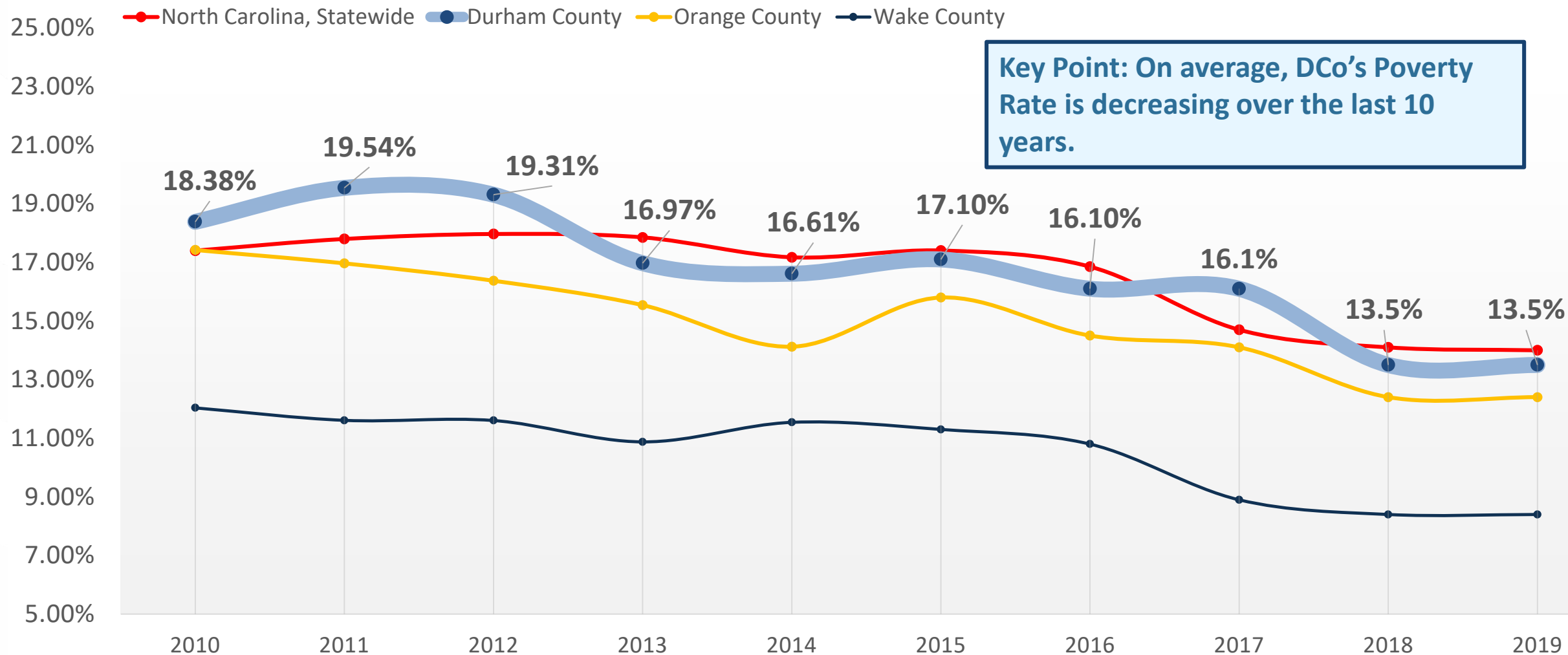
Population by Age Group

2014-2018



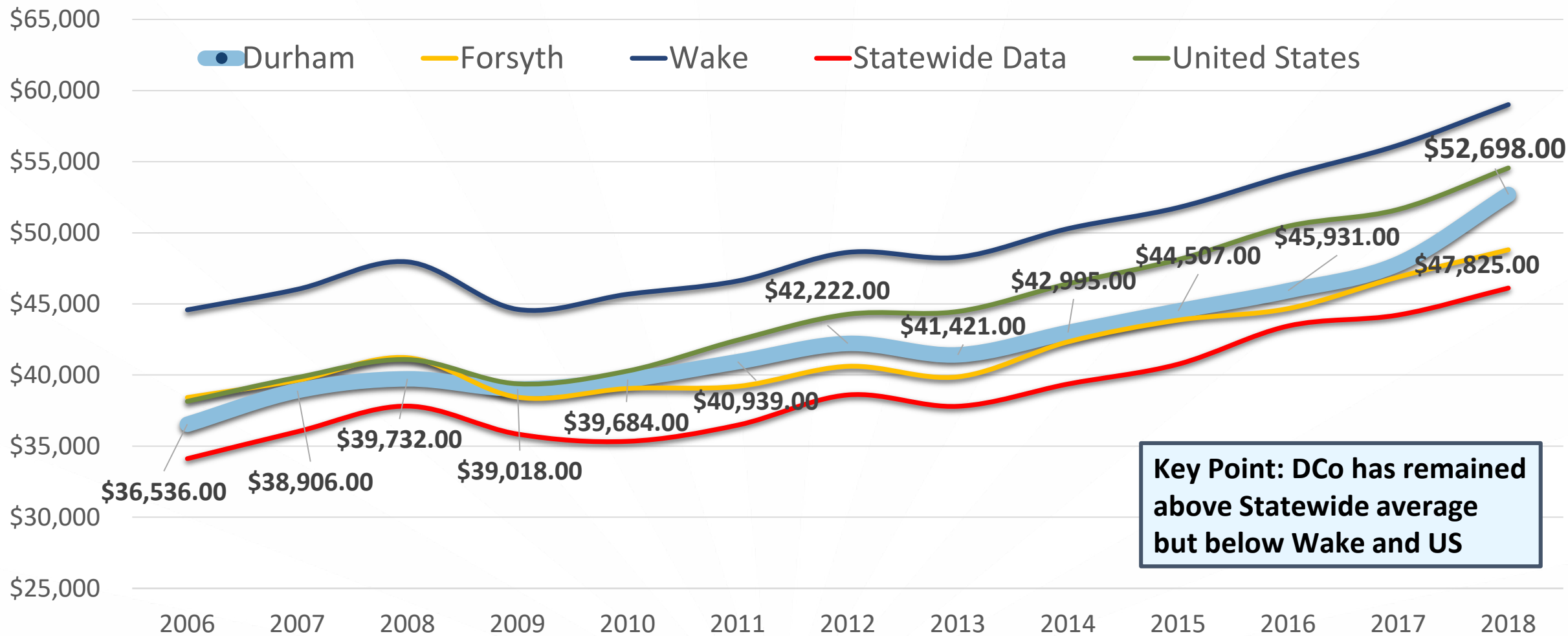


County Poverty Rate – 10 Years





Per Capita Income (not adjusted for Inflation)

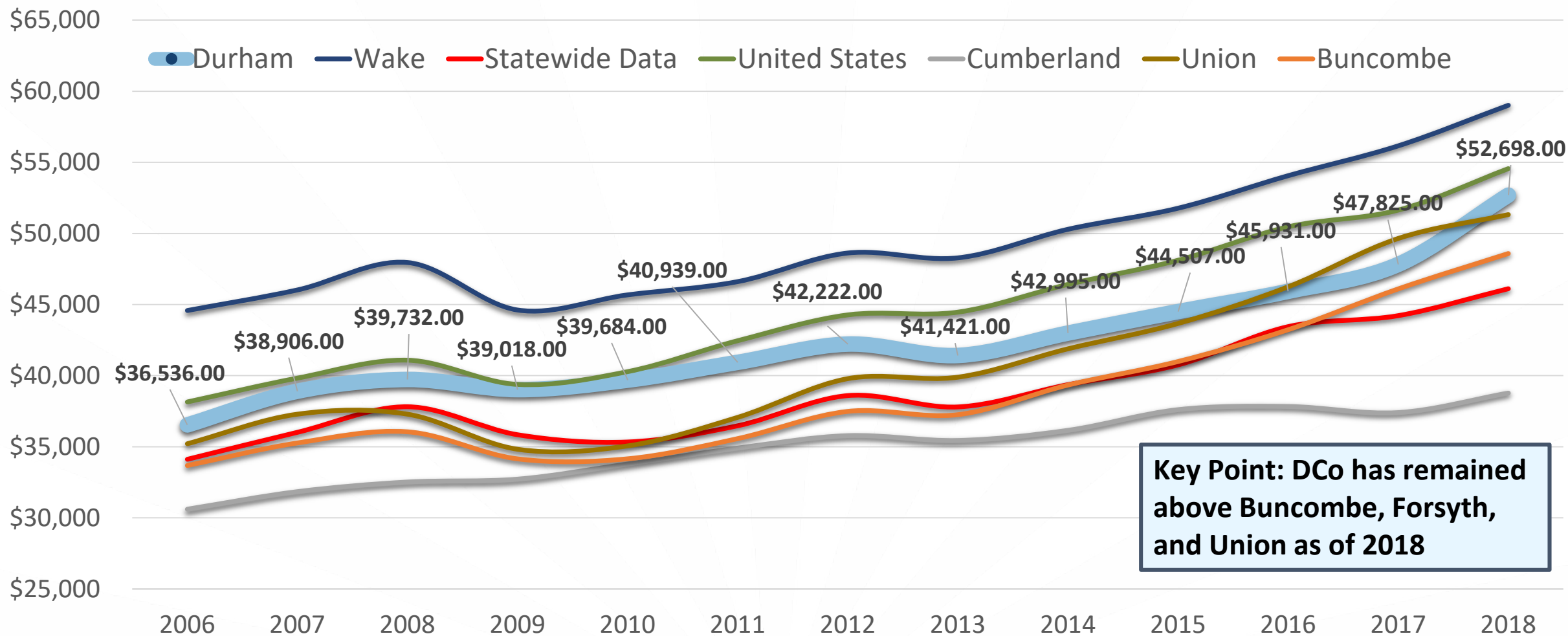


Key Point: DCo has remained above Statewide average but below Wake and US





Per Capita Income (not adjusted for Inflation)



Key Point: DCo has remained above Buncombe, Forsyth, and Union as of 2018





MBK DURHAM COMMUNITY UPDATE & FEEDBACK SESSION



NOVEMBER 14, 2015
MY BROTHER'S KEEPER: DURHAM, NC

EVENT



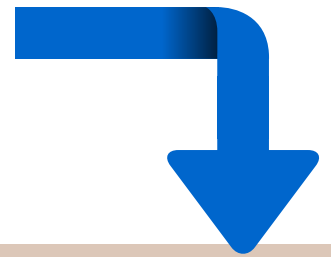
MBKDURHAM.INFO
MYBROTHERSKEEPER@DCONC.GOV



#MBK.
DURHAM

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MILESTONE ONE



HEALTH RECOMMENDATIONS

- 01 *Revitalize North Carolina Men's Health Report Card and expand data collection to include statistics for younger males and other racial / ethnic minority groups (e.g., Hispanic / Latino males and Native American males).*

Ensure BMOC, families, and educators enter school cognitively, physically, socially and emotionally ready

EDUCATION RECOMMENDATIONS

- 02 *Increase the number of boys of color who are enrolled in high-quality early childhood education programs.*
- 03 *Increase number and percent age of child care providers and school personnel who are proficient in the use of culturally competent and responsive practices and policies for boys of color.*
- 04 *Increase engagement, advocacy and support of families, peers, and community partners for educational readiness for BMOC..*

STRATEGIES

WILL THIS PLAN GUIDE US TOWARDS OUR GOAL?



SUPPORTING PROGRAMS

What local programs and organizations are already doing a portion of this work?



EVALUATION

What indicators will we use to track the success of the strategy.



TIMELINE

What is the timeline for implementation?

HEALTH

RECOMMENDATIONS

- 01 *Revise comprehensive health education curricula in Durham Public Schools to address harmful male social norms and enhance socio-emotional competence.*
- 02 *Expand training programs for splintered police-community relationships to include school resource and police officers (e.g. implicit racial bias training for front line officers).*
- 03 *Support the development of community healing circles to address trauma, stress, mental health, and other restorative justice issues.*

EDUCATION

RECOMMENDATIONS

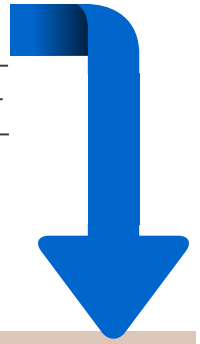
- 04 *Increase the number of boys of color in PreK-12 who have access to effective and rigorous school experiences and age appropriate, out-of-school enrichment activities.*
- 05 *Ensure that discipline policies and practices among educators, administrators, and staff are proportionate and fair.*
- 06 *Conduct research and analysis to create a re-engagement strategy for students who have dropped out.*

COMMUNITY ENGAGEMENT

RECOMMENDATIONS

- 07 *Mandate implicit bias and racial equity training for school administrators, law enforcement, court officials, and others in the juvenile and criminal justice systems to mitigate disparate impact and disproportionate minority contact.*
- 08 *Develop a web based clearing house for youth events, programs and internships.*
- 09 *Create a human services infrastructure aimed at connecting school aged youth to resources.*
- 10 *Annually review the Memorandum of Agreement between the Sheriff's office and DPS to assess whether it disproportionately impacts BMOC in middle and high schools.*
- 11 *Divert youth offenders from arrest by issuance of civil citations for misdemeanor offenses that are not eligible for the Misdemeanor Diversion Program.*
- 12 *Collect and analyze school and community based non profit referrals, juvenile complaints and arrest data to determine whether school administrators and School Resource Officers are adhering to student misconduct policies.*

MBK DURHAM MILESTONE TWO



Ensure BMOC successfully navigate through and graduate from high school

STRATEGIES

WILL THIS PLAN GUIDE US TOWARDS OUR GOAL



SUPPORTING PROGRAMS

What local programs and organizations are already doing a portion of this work?



EVALUATION

What indicators will we use to track the success of the strategy.



TIMELINE

What is the timeline for implementation?

HEALTH RECOMMENDATIONS

- 01 *Support streamlined referral processes within formal and informal systems of care (e.g., peer support networks, primary care, mental health providers, pastoral counseling, etc.) to improve detection of early signs of psychological distress.*
- 02 *Collaborate with Durham County employers and an employee assistance program coordinator to develop targeted campaigns to address mental health stigma and improve preventive / primary healthcare use for young males of color in Durham.*
- 03 *Leverage the healthcare workforce expansion initiatives of the Affordable Care Act to emphasize the training of male healthcare workers and advisers.*

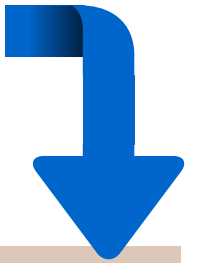
EDUCATION RECOMMENDATIONS

- 04 *Increase the number of males of color who apply, matriculate, and complete college/university education on time.*

JOB TRAINING/PLACEMENT RECOMMENDATIONS

- 05 *Develop certified regional career pathways for students to enter high-growth regional industries.*
- 06 *Assist employers and youth in building a racial equity lens into recruitment, hiring, assessment, and retention structures.*
- 07 *Engage employers and educators to provide career exploration and work-based learning opportunities through which youth can learn about a wide range of jobs while developing employability and life skills.*
- 08 *Enable career readiness, successful entry into the workforce, and job stability for court-involved youth.*

MBK DURHAM MILESTONE THREE



Ensure BMOC complete post-secondary education and achieve career readiness, successful entry into the workforce, and job stability

STRATEGIES

WILL THIS PLAN GUIDE US TOWARDS OUR GOAL



SUPPORTING PROGRAMS

What local programs and organizations are already doing a portion of this work?



EVALUATION

What indicators will we use to track the success of the strategy.

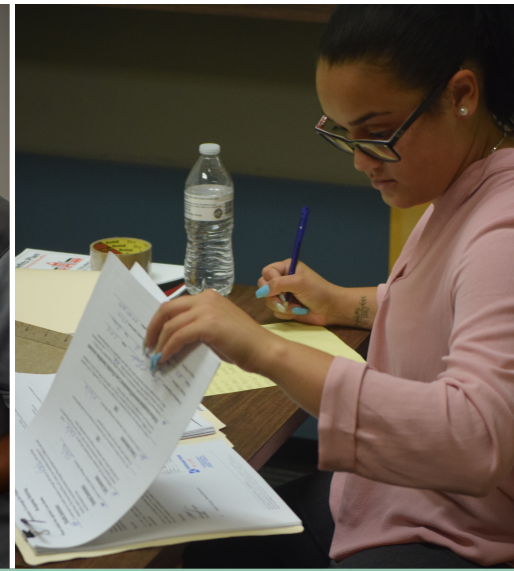
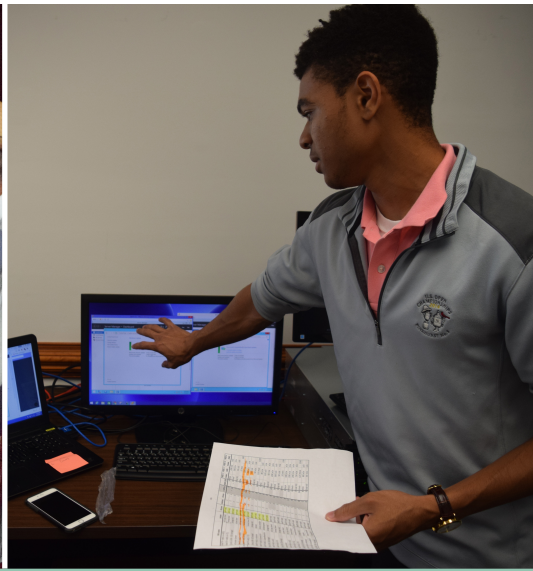


TIMELINE

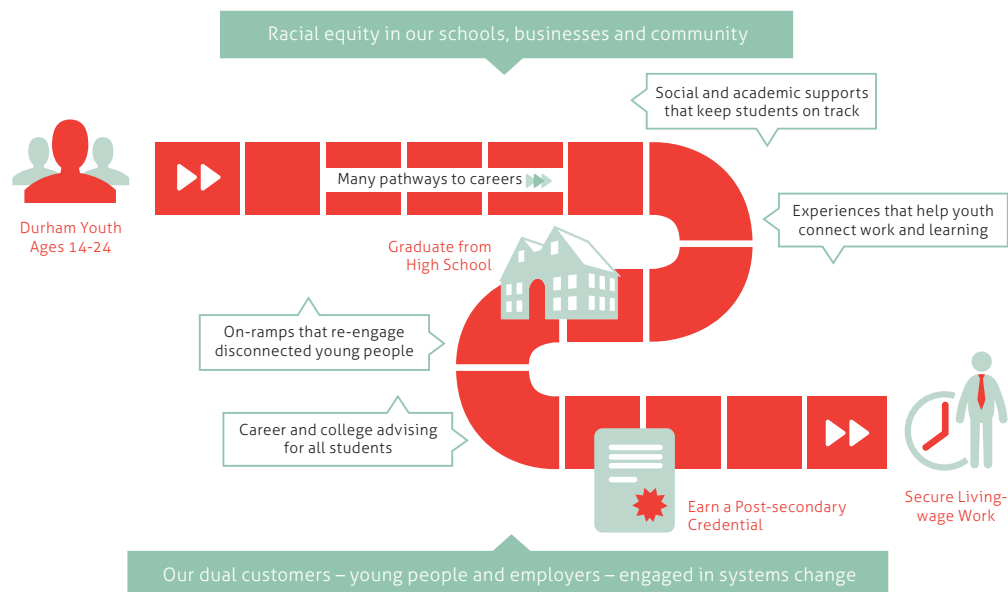
What is the timeline for implementation?

Creating Pathways to *Success* for Durham Youth

2017 Report



Building Our Education-to-Career *System*



Our *Process*

Engage
key partners

Learn what is
needed

Plan system
changes and
innovations

Implement
and test
solutions

Evaluate
impact

Scale and
sustain

How We *Work*

Made in Durham brings together business, government, education, youth-serving nonprofits and young people to create systemic change that ensures every young person in Durham receives the support and workplace experiences needed to graduate career and college ready.

A **nonprofit backbone organization** catalyzes, informs and secures financial support to develop and advance system innovations to scale, and to keep partners aligned around our common vision.

A **CEO-level board of directors** offers access to the right people and organizations and the power to drive change.

An **advisory team** of implementation partners proposes strategy and paves the way for action teams to develop, test and scale system innovations on the ground.

Task forces tackle specific systemic barriers to success, such as racial inequity.

Made in Durham's Durham Futures action team focuses on developing and testing a common approach and interventions that get disconnected young people back on track..

Our goal: Reengage young people who have dropped out, and help them complete high school and persist to earn a post-secondary credential that qualifies them for a career.

FY 2017 Results

- 125 young people who previously dropped out of school graduated from our four partner alternative programs.
- Two key partners — Durham Literacy Center and N.C. Central University School of Social Work — joined the team, expanding the number of youth served and supportive services available to them.
- Partners made system adjustments so that students can transition more seamlessly from alternative high schools to post-secondary programs.
- Partners identified a site and the organizations that will create a one-stop resource center for young adults.
- We developed evaluation metrics for key interventions that will be tracked and monitored beginning in FY 2018.
- We secured critical program funding:
 - \$180,000 over two years from United Way of the Greater Triangle to provide two college and career advising specialists and a student emergency fund.
 - \$750,000 over three years from Oak Foundation to launch a comprehensive strategy to re-engage young people who are out of school and not working.

Next Steps

- Recruit and help an additional 50 to 75 youth who have dropped out school return to best-fit alternative programs with support from a re-engagement specialist.
- Begin monitoring and measuring the impact of our interventions with help from our new evaluation partner, Durham Children's Data Center.

Barrier to Success

As many as 15 percent of Durham's young people may be disconnected from school and work.

System Gap

Clear opportunities and support for students to return to and complete high school and earn a post-secondary credential that qualifies them for a career.

Solution Co-Creators

- Achievement Academy of Durham
- Gateway to College, Durham Technical Community College
- Durham Literacy Center
- LIFE Skills Foundation
- N.C. Central University School of Social Work
- Performance Learning Center, Durham Public Schools
- United Way of the Greater Triangle

Key Investors

- Duke Energy
- Oak Foundation
- United Way of the Greater Triangle

Preparing Youth for *Careers and College*

Learning how to get a job and keep it can be taught, but a system must be created and community commitment secured to ensure young people learn those skills in age-appropriate ways throughout their school career.

Made in Durham partners took major steps this year to create such a system. In a key move, Durham Public Schools launched an initiative aimed at ensuring all Durham youth graduate with college and career plans.

We also expanded college and career preparation to students through summits, career fairs, class instruction and one-on-one coaching thanks to a growing number of businesses that support these activities.

FY 2017 Results

- Partners developed three regional career pathways that were certified by the state, providing clear paths to hundreds of careers in key regional industry sectors: advanced manufacturing and skilled trades, health and life sciences, and information technology.
- 155 alternative school students received career and college preparation and transition support from our United Way-funded resource specialists.
- 90 high school students learned about career readiness, internships and support services at the annual Durham YouthWork Summit.
- 30 alternative school students received a work site tour and job coaching from Durham Bulls senior managers in a custom-designed work-based learning activity.
- 12 students participated in a work site tour at Burt's Bees and learned from a panel about careers and overcoming obstacles.

Next Steps

- Made in Durham's Career Advising Task Force will develop a plan for community engagement that ensures all Durham youth participate in age-appropriate career exploration, preparation and training.

“ This is important for our *students' future*, our community's health and our employers, who need a *skilled workforce* to support their growth. ”

James Futrell

Director of Student Support Services -
High Schools
Durham Public Schools

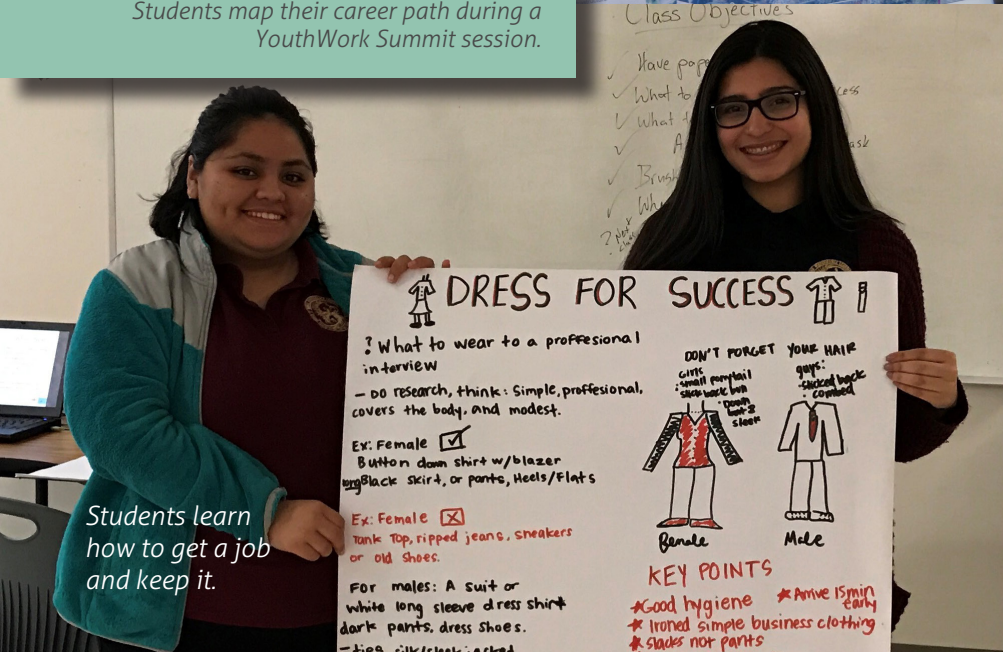


Durham Bulls senior staff provide career readiness coaching for 30 alternative school students.

City of Durham Parks and Recreation intern Miles Moses.



Students map their career path during a YouthWork Summit session.



Students learn how to get a job and keep it.

Barrier to Success

Too many young people not prepared for college and careers.

System Gap

Age-appropriate career and college advising for all Durham youth.

Solution Co-Creators

- Achievement Academy of Durham
- City of Durham Office of Economic and Workforce Development
- Gateway to College, Durham Technical Community College
- Career and Technical Education, Durham Public Schools
- Durham Literacy Center
- LIFE Skills Foundation
- N.C. Central University School of Social Work
- Performance Learning Center, Durham Public Schools
- United Way of the Greater Triangle

Key Investors

- Duke Energy
- United Way of the Greater Triangle

Research shows that the prospect of a good job and meaningful career is a powerful motivator for young people to stay in school and complete post-secondary education and training.

Made in Durham partners significantly expanded work-based learning opportunities for Durham youth this year, including the number of paid summer internships, which are particularly important for young people living in poverty.

In 2017, we set our sights on promoting apprenticeships as a key path to credentials and employment.

FY 2017 Results

- Two Apprenticeship Durham summits attracted more than 30 employers who learned how to use apprenticeships to build their talent pipeline.
- Eight companies have signed up to create apprenticeship programs; others are exploring it.
- 202 Durham youth worked in paid summer internships through our community-wide Durham YouthWork Internship Program.
- 73 employers hosted YouthWork interns.
- 13 students completed a new hospitality industry boot camp co-designed with the Durham Convention & Visitors Bureau, with six hired by local hospitality industry businesses.

Next Steps

- Develop a plan to expand summer internships to year-round work-based learning opportunities for all students.
- Expand new apprenticeship programs and reinstate lapsed ones.

Barrier to Success

Many students lack exposure, experience, skills and connections required to land jobs in the local economy.

System Gap

High-quality, age-appropriate work-based learning exposure and experiences throughout their academic careers.

Solution Co-Creators

- City of Durham Office of Economic and Workforce Development
- Durham County
- Durham Public Schools
- Durham Technical Community College
- Regional employers

Key Investors

- City of Durham
- Durham County
- Durham Public Schools
- N.C. Department of Commerce
- U.S. Department of Labor
- Regional employers

Engaging Young People

“ I want to help make a change so we don’t have to see so much violence and poverty, so we can see this generation and the next prosper into greatness. ”

Ashley Herrera Ramos

Made in Durham Youth Network member

Made in Durham creators from the outset recognized that young people must be integrally involved in developing the system that will serve them. Our Youth Network of diverse young people provides that youth voice and perspective.

In FY 2017, network members analyzed surveys of young people, parents and educators and identified 30 community barriers inhibiting youth success. They prioritized two: racial inequity and inadequate counseling.

Made in Durham’s Advisory Team responded to their input, and that of its own research, creating task forces to focus on racial equity and career and college advising in the coming year.

FY 2017 Results

- 30 community barriers to post-secondary success identified; racial inequity and inadequate counseling prioritized.
- Six school-based action projects developed to address key system barriers, such as disproportionate suspensions of students of color and representation in advanced courses.

Next Steps

- Recruit new cohort of Youth Network members for FY 2018.
- Implement action projects.
- More fully integrate Youth Member involvement in the work of staff and action team initiatives.

Barrier to Success

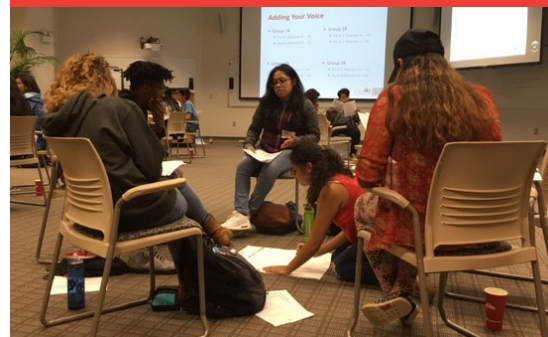
Young people disconnected from the process of change

System Gap

The voice of young people integrally involved in creating and evaluating our education-to-career system

Solution Co-Creators


- Made in Durham Youth Network



Made in Durham Partnership: What Comes *Next*

Partners in the coming year will focus on these system improvements to move our community forward on the path to youth success.

- Centralize resources and supports that keep young people on track.
- Develop data systems and metrics to inform and drive the partnership's work.
- Create an age-appropriate work-based learning continuum for all Durham students.
- Enlist more employers to offer work exposure and experiences for students.
- Expand our summer internship program to offer year-round work-based learning.
- Grow our re-engagement work to reach more youth who are out of school and work.
- Develop a plan for tackling racial inequities that hold students back.
- Integrate the voice of youth more fully in identifying barriers and planning strategies that affect young people.

A young man with curly hair, wearing a blue shirt and gloves, is working on the underside of a vehicle. He is looking up at the car's chassis, and his hands are positioned near a component. The background is dark, and the lighting is focused on the worker and the vehicle's undercarriage.

Durham
Public Schools
Transportation
Department intern
Marcelle Harding.