

Haverhill Public-Private Partnership (HP3)

HP3 is a community partnership whose sole purpose is to facilitate all Haverhill public school students in achieving a true living wage job.

To accomplish this the partnership augments the work of the school system and other community organizations and performs a number of critical tasks that currently are not performed in the community, all focused on the one goal.

This program is based on the belief that every American should have a realistic opportunity to achieve a living wage job - a job where they can have a decent place to live, have transportation, and raise a family if they desire. But in most communities in the US somewhere between 15 to 25% public school students will struggle to accomplish this.

This is a complex issue impacted by a number of factors. It is also increasingly affected by the rapid pace of technological change that is driving what skills are paid well, and what skills and jobs are relegated to low wages. Compounding this is the coronavirus crisis that will likely impact employment and wages in ways we don't yet fully understand.

Our public schools diligently work to prepare students to succeed in this environment, but they face resource and program limitations - plus generally lose contact when a student graduates or leaves school. And a host of other great community organizations provide essential assistance in a range of areas, often focusing on helping individuals mitigate challenges and get on a path to success.

We believe that a holistic community effort that augments this work and performs certain critical upstream tasks - from grade school age through post high school early adulthood - can actually change the dynamic, increase the number students who achieve a living wage job, and reduce the need for mitigation. And that's the role of HP3.

We recognize that this is a complex issue and the program will need to evolve over time. But as a starting point the partnership will perform these tasks:

- Formally brief students and parents on career fields and living wage opportunities in those fields, how to identify a student's talents and interests, and how to develop a career plan. Start early in middle school and reinforce in high school.
- Provide mentors to individuals who would most benefit. Provide this support from early grade school age thru post-high school age. All of us at one point need guidance, support, or encouragement from someone. But for some there is often no one in their life to perform this task ... and we need to fill the gap.
- Assist with transportation to ensure the student or recent graduate can get to the training site or workplace. Eliminate transportation as the obstacle to achieving a true living wage job.
- Provide a website that provides tools on how to identify desirable career fields, how to develop a career plan, and how to find specific living wage jobs in the Haverhill area.
- Annually assess progress, identify other obstacles to students achieving true living wage jobs, and identify collective community actions to eliminate the obstacles. There will be other challenges that will require a collective community response.

HP3 has one measure of success - the number of Haverhill public school students that actually transition to a true living wage job.

For more information check out our website at thehp3.com.