



Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

YOUTH INVESTMENT COUNCIL MEETING  
MINUTES, JANUARY 25<sup>TH</sup>, 2018

ATTENDANCE

Members		28-Jul	25-Aug	29-Sep	27-Oct	15-Dec	23-Mar	25-May	27-Jul	28-Sep	25-Jan-18
	Bi-monthly meeting dates as 10/17										
<b>Verney, Matthew CHAIR</b>	TD Bank		X	X	X	X	X	X	X		X
Arroyo, Rosy	CPAC		X		X		X	X			X
Banks, Evangeline	Juvenile Justice Commission		X			X	X	X	X	X	
Barclay, Arthur	Camden County One-Stop					X					
Cooper, Diane	CPAC			X	X					X	
Cope, Heather	Camden City School District					X					
Davis, Keith	Camden Dream Center Tech. Trng. School					X		X			
Feagin, Nikke	Center for Family Services						X	X			
Friedman, Joshua	Director, CC Resource Center			X				X	X		X
Gentile, Stephanie	NJ Youth Challenge							X			
Godorov, Lori	The Work Group	X	X	X	X	X			X	X	X
Goodman, David	Youth Build HACC					X		X			
Harley, Darron	Camden CorpsPlus							X	X		
Lake, Jeffrey	Winslow Township High School			X	X	X	X				X
Kelly, Siobhan	Camden County Technical Schools	X	X	X	X	X	X	X	X		
Korber, Stephanie	Rutgers, Camden							X			
Maguire, Laurie	Camden County Resource Center	X	X								
Martinez, Marilyn	Camden County College										X
McKinsey, Denise	Respond Inc.	X			X		X	X	X	X	
Mombo, Mien	Division of Children and Family Services				X		X	X			
Peterson, Jyi	Camden County One-Stop					X	X	X	X		X
Pryor, Regina	LWD Division of Operations and Business	X	X	X				X			
Rhoton, Daniel	Hopeworks										
Riggins, Matthew	Riggins Oil Inc.	X	X	X			X	X		X	
Rodgers, Danielle	Camden County One-Stop										X
Rodriguez, Jennifer	Camden County Technical Schools				X	X	X	X			
Santiago, Jamia	Rising Global Leaders							X			
Sinclair, Nidia	Camden County One-Stop	X	X	X	X			X	X	X	X
Stettler, Mark	T & M Associates				X		X	X	X	X	X
Taguwa, Denise	LWD WDB Coordination & Support									X	
Vasquez, Marisol	Camden County One-Stop	X	X	X		X	X	X	X	X	X
Waller, Darchelle	Winslow Township High School					X					
Wardlow Hurley, Rhonda	HACC Youth Build	X	X	X	X		X	X		X	
Williams, Jen	Covenant House										X
Williams, Tasha	Youth Advocate Programs, Inc.			X						X	X
Swartz, Jeffrey S.	WDB Executive Director	X	X		X	X	X	X			
Primas, Theo	WDB Program Evaluator										
Levitt, Alex	WDB Administrative Assistant						X				
Williams, Leslie J	WDB Comptroller	X	X	X							
Varallo, Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X	X		
Robert Weil	WDB Chair								X		
Guests											
Jill Anne Duca	Lourdes							X			
Guy Rozier	Former NFL								X		X
Dr. Stanley B. Yeldell	Associate Professor, Rowan University								X		

WELCOME

Matt Verney, Chair Youth Committee, welcomed the committee and asked for round table introductions. He welcomed Dr. Marilyn Martinez, Interim Dean, Camden County College, Adult Basic Skills Consortium.

## YOUTH SERVICES UPDATES

### YOUTH MENTORSHIP PROGRAM

Under the Direction of Dr. Stanley B. Yeldell, Associate Professor, Rowan University Law & Justice Studies, Rowan University student mentor/interns would be assigned to guide and encourage Youth participants to complete the process toward training and further coach them on what kinds of career opportunities there are in Justice/Law.

Nidia Sinclair, Career Center Director, reported that a Memorandum of Understanding (MOU) and resolution, regarding the Youth Mentoring Program, was submitted to the CC Board of Freeholders for approval. Rowan University has not yet returned their signatures on the MOU. She said that Freeholder Liaison, Jonathan Young suggested that we start a Mentorship Program with volunteer participants/recipients of One- Stop Services. These could be individuals who have gone through our programs and succeeded in obtaining training and a meaningful career path. Matt said that if we do not hear from Rowan, we should have a back-up plan drafted for our next YIC meeting.

### YOUTH AGING OUT OF FOSTER CARE

The Camden County One-Stop Career Center has been invited to serve on the Youth Aging-Out of Foster Care Committee. The Committee involves the County Family Court, Court Appointed Special Advocates (CASA), Certified Public Manager Program (CPMP), and the Child Protection and Permanency (CP&P), (formerly the Division of Youth and Family Services, (DYFS). The One-Stop is now a part of that committee.

Nidia reported that we are working with Rosy Arroyo, Community Planning & Advocacy Council, (CPAC) to get a schedule for when we can be available at the court as Youth are released from Foster Care. Rosy is also helping with the Case Managers or Lawyers to make them aware of documentation the Youth will need upon exit. Rosy said that she is working on providing a consistent schedule of out-reach presentations that could be done by YOS Counselors at the Court.

Joshua Friedman, Director, One Stop, said we are active on the Aging Out –Committee. The Committee hosts an annual Aging-Out Event. He will pass along more information as it is made available. Joshua asked Rosy if she recommended making presentations to other Family Court Judges. She said it would be beneficial to meet with them in private session. Rosy would like to set up a space outside the courtroom adjacent to the administration area so copies can be made of documentation information that may be contained in the Youth's file. Joshua and Nidia said they are still planning to send Arthur Barclay along with Jyi Peterson to do outreach on specific dates as scheduled and as their schedule allows. Rosy said we also have access to the contact information of the Foster Parents so that we might be able to send out a mailer with materials created by the County for this program.

Jeffrey Swartz, WDB Executive Director, said that we should reach out to everyone along the chain in the process of aging out, including the, Parents, Case Managers, Parole Officers, Lawyers and the Judges. If we miss one, we can catch the other. Nidia suggested giving Rosy a supply of materials to have on hand for the varying persons or Agencies that may be accompanying the Youth. Rosy said the best scenario would be that the Judge would name enrollment at the One-Stop as an option on the Court's Youth Disposition Order.

Dr. Marilyn Martinez said that the YOS could provide counseling services for Youth prior to aging out or their court date of release. She said studies show that decision making skills may not be developed by the age of 16. She also said when you add post-traumatic stress, these Youth may be experiencing mental neurological issues during a very difficult transition. She offered the Camden County College's Adult Basic Skills Consortium to partner with the YOS in an effort to create a program that engages Youth in decision making skills. She imagined a program that would provide counselling and mentoring while teaching work – readiness and life skills such as decision making. We know that Youth ages 16-24 have not yet developed the neurological executive functions to make better choices so, to that end, we can provide such services and really help them transition. Marisol said that the Division of Vocational Rehabilitation Service (DVRS) does help Youth and Adults with supportive services that address some of these issues including PTSD, ADHD and depression. Our employment services are not equipped to handle these issues. We refer and even walk Youth to the DVRS office which are co-located at the One-Stop. Once DVRS releases them, the Youth may be sent back to us for career services.

### YOUTH WORK EXPERIENCE

Nidia reported that Joshua Friedman, Director, One-Stop, is moving the Youth Work Experience program forward. The participants will be paid a stipend that is to be decided. There are 20 Youth slots to fill with committed host locations around the County.

Jeff asked Joshua to give the Committee a general overview of the Work Experience Program. Joshua explained that, under Federal Law, no less than 20% of WIOA funding must be spent providing Work Experience to Out-of-School Youth. We have run programs like this in the past. We will be able to pay eligible Youth a wage or stipend to participate in the work experience plan. It also includes an educational component that results in some form of certification. Counselors will assess the skill sets of the Youth in order to match their placement with host locations.

Contracts for Youth Work Experience are out to ten hosting County Agencies including the MUA who is willing to host five participants. Additional job descriptions that specify what types of work the Youth will be doing will be submitted back with the signed contract. Once the program is in place, the term of work will be 3 months. We can evaluate and renew the term in the coming program year but current funds must be used by June 30th, 2018. We will be actively recruiting Youth for these positions. Joshua said that he looked at other programs across the Country when he was constructing this program. He said there are some great programs in smaller Counties that do not have as much of an out-of-school Youth population to serve.

### YOUTH PERFORMANCE DATA

Nidia reported she has been meeting with staff to find ways of reporting that give a clearer picture of where there may be points in the process that are creating barriers to serving Youth. We used the form that Joshua created and Marisol Vazquez, Youth Counselor, entered the information provided on this updated Flow Chart of Services. She presented the Committee with the latest flow chart and Youth Summary Report containing data entry for the current program year (PY 17-18) July through December.

Joshua asked the Committee to keep in mind that all data is limited to what we can see in the ASOS System. Per Youth Committee guidance, both Nidia and the whole Youth team took numbers from July through December and did their best to relate them to the flow chart that shows each step a

Youth participates in from orientation to testing to goal achievement. This is not a definitive statistical document. It is not to be relied upon for meeting actual performance standards.

Matt read from the top of the flow chart that 122 Youth may have been referred, recruited or walked in for an orientation of services. Joshua said that these numbers are specific to Youth. It does not mean that some more Youth may have entered but were referred to other services. This chart represents Youth who entered for training eligibility. The Youth move to meet with a Counselor for pre-determination. The numbers do reflect amounts of Youth who do not possess a birth certificate, or social, driver or state ID or other eligibility documentation. This lack of documentation then becomes the number one reason Youth exit and may or may not return. The only piece of documentation the One-Stop can help a Youth obtain is a birth certificate. We cannot drive them around to obtain other necessary documentation that is required under the law. This is an epidemic beyond the One-Stop. Lori Godorov, Director, The Work Group, asked if we can hold on to Youth in a pending category where we can start to provide some engagement of services. Joshua said that is where a Mentoring Program could help. Marisol said that a mentor could potentially help in the area of documentation. The Committee discussed documentation issues and ways to help Youth with this barrier. Joshua said we need more participation from the Agencies such as Youth Aging Out and Center for Family Services to be aware of these issues and what is needed prior to referral. Nidia and the Youth Staff are working toward providing activities such as life skills, or public speaking to provide an engaging component to our Youth service. Programs that are not tied to regulated funding requirements.

Joshua said that the second reason Youth exit is that they become embarrassed or discouraged by low scoring in our assessment tool which is the Test of Adult Basic Education (TABE). Jeff said that when Youth are told they tested poorly or need to improve their skills, it represents a critical point of exit in the process. A Youth may say they do not have the time or desire for this next step and will ask to be helped with just getting a job. It is at this point where an important review of the process and expectation should be explained to the Youth. Marisol said that Youth actually get this review twice in the process. Once during orientation and once during their meeting with a Counselor. We carefully review the process and results of their testing and encourage them to continue with the next steps which may be referral to the Learning Link.

Joshua said the other choke point is that some participants that do go on to the Learning Link continue frustratingly and may give up and exit. Jeff said that maybe there is a role for someone who has successfully completed the program to step up and coach participants along this process. Almost like a volunteer ambassador. Youth may listen to peers more so than Learning Link Instructors. Jyi Peterson, Youth Counselor, said we do put in a fair amount of time coaching youth participants about the process. The time we spend with each individual is not reflected in the numbers shown on the flow chart. He spoke about one Youth that was trying for a particular type of unusual training. After several discussions with the Youth, Jyi referred him to Hopeworks. This type of referral is not going to show as a success for the YOS but this Youth was served well by coming to us. He would have otherwise not known about the opportunity we presented to him. There are others we have served with this kind of guidance. Nidia, Jyi and Marisol gave examples of Youth who exited and then returned weeks or months later ready to follow through with a career plan. Nidia said we can guide them but we cannot get them to commit to the process until they decide they are ready.

The Committee agreed that there should be a way to count this service to Youth in our outcomes. Jyi said referrals are reported in the ASOS system, they are not showing on this Youth Summary Report. Nidia said she worked with Danielle Rodgers on a draft for these outcomes. She presented a chart to

the Committee that showed some referral tracking. The Committee discussed ways to follow up with a referral Agency. Marisol gave the committee insight as to the case management work involved with keeping files on each Youth from the time they meet with a Counselor to the point of exit be it successful completion, referral to a partner Agency or Employment Services. Extensive notes are kept in each file. All that can be entered into the current ASOS system is entered on a timely basis.

Matt asked about how we could improve the Orientation to drive the point that the Youth process toward training may be challenging and frustrating at times but worth the work. He suggested including partners in the Orientation. Mark Stettler, T&M Associates, commented that it appears, by the numbers shown on the flow chart, that we are losing Youth at the Orientation. Kathleen Varallo, WDB, asked the YOS team if they thought there might be any value in adding some Youth success videos, understanding that the current orientation is general in its message to both Youth and Adults. It might not hurt to add posters or another TV with a slide show of successful participants in action at the One-Stop or at partner training facilities. Joshua said that it might be a component that could be added at the next point after orientation while the Youth is waiting to meet with a Counselor.

Both Jyi and Marisol asked the Committee to consider re-instating a separate Youth One-Stop Orientation. They explained to the Committee that when they had a dedicated Youth Orientation the success rate of serving Youth was greater. Marisol said there was a special space set up for Youth and we had an open door policy for them. They felt more comfortable in this area and would actually spend more time there. She said whether there were two teens, or four, or more, it just worked better. Nidia said that discussions have been in progress to go back to what was working better for Youth. We want to bring back the life skills component that engaged Youth and gave them a good first step toward a career path. We can implement a Youth Orientation immediately. One of the original challenges that caused the discontinuing of a Youth Orientation were anti-discriminating rules that stopped us from asking the ages of customers upon entry. The Committee discussed procedures and some of the scenarios Youth may experience when they walk in or are referred to the One-Stop. All agreed that is was in the best interest of the YOS to re-instate a dedicated Youth Orientation with a life skills component.

Matt said that once the Youth Orientation is in place, we can look for ways to improve it with the help of the Rowan Mentorship Program and The Camden County College, Adult Basic Skills Consortium. He thanked Dr. Martinez for her insightful input as well as Marisol and Jyi for their candid observations and what we can do to improve our Youth One-Stop. He thanked Rosy for her efforts at CPAC to assist our Family Court approach to Youth Aging-Out of Foster Care. He thanked the One-Stop Staff and Leadership for providing some of the data that enables the Committee to make decisions when it comes to driving our efforts toward better measured performance and outcomes for Youth. He thanked the Committee for a very enthusiastic meeting. We look forward to hearing about the Youth Orientation at our next meeting.

#### NEXT MEETING

The next meeting is scheduled for Thursday, March 22nd, 2018 at 9:00am, at the Camden County One-Stop Career Center, 2600 Mount Ephraim Ave., Suite 105, Camden NJ 08104.

Submitted by,

*Kathleen Varallo*, WDB Administrative Assistant