



Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

YOUTH INVESTMENT COUNCIL MEETING MINUTES, THURSDAY, AUGUST 9TH 2018

ATTENDANCE

Members		25-May	27-Jul	28-Sep	25-Jan-18	22-Mar-18	31-May-18	9-Aug-18
Bi-monthly meeting dates as 10/17								
<b>Verney, Matthew CHAIR</b>	TD Bank	X	X		X	X	X	X
Arroyo, Rosy	CPAC	X			X		X	
Banks, Evangeline	Juvenile Justice Commission	X	X	X			X	
Barclay, Arthur	Camden County One-Stop							
Brown, JarDaiane	Camden City School District						X	X
Cooper, Diane	CPAC			X				
Davis, Keith	Camden Dream Center Tech. Trng. School	X						
Elmore-Stratton, Corrine	YMCA					X	X	X
Friedman, Joshua A	Local Area Operations Director, CCOS	X	X		X	X	X	X
Gentile, Stephanie	NJ Youth Challenge	X						
Godorov, Lori	The Work Group		X	X	X	X		X
Goodman, David	Youth Build HACC	X						
Harley, Darron	Camden CorpsPlus	X	X					
Hill, Lauren	CCCC/Youth1Stop					X	X	X
Hunter, Martin	Camden City						X	
Lake, Jeffrey	Winslow Township High School				X			
Korber, Stephanie	Rutgers, Camden	X						
Maguire, Laurie	Camden County Resource Center							
Martinez, Marilyn	Camden County College				X	X		
McKinsey, Denise	Respond Inc.	X	X	X			X	X
Mombo, Mien	Division of Children and Family Services	X						
Peterson, Jyi	Camden County One-Stop	X	X		X	X	X	
Pryor, Regina	LWD Division of Operations and Business	X						
Quattrone, Cathy	Camden County Technical Schools							X
Rhoton, Daniel	Hopeworks							
Riggins, Matthew	Riggins Oil Inc.	X		X		X	X	
Rodriguez, Jennifer	Camden County Technical Schools	X						
Santiago, Jamia	Rising Global Leaders	X						
Sinclair, Nidia	Camden County One-Stop	X	X	X	X			X
Stettler, Mark	T & M Associates	X	X	X	X		X	X
Vasquez, Marisol	Camden County One-Stop	X	X	X	X			
Waller, Darchelle	Winslow Township High School							
Wardlow Hurley, Rhonda	HACC Youth Build	X		X		X	X	X
Williams, Jen	Covenant House				X	X	X	X
Williams, Tasha	Youth Advocate Programs, Inc.			X	X			
Swartz, Jeffrey S.	WDB Executive Director	X				X	X	X
Primas, Theo	WDB Program Evaluator							
Levitt, Alex	WDB Administrative Assistant							
Williams, Leslie J	WDB Comptroller						X	
Varallo, Kathleen	WDB Administrative Assistant	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				X	

## WELCOME

The meeting was held at the Camden County One-Stop Career Center, 2600 Mt. Ephraim Ave, Suite 105, Camden NJ 08104.

Jeffrey S. Swartz, Executive Director, WDB, welcomed the Committee and asked for round table introductions. He commented how large the committee is growing and thanked members for their continued dedication to the youth we serve. He gave the committee an overview of a visit by Carmen Rodriguez, US Department of Labor, on August 1<sup>st</sup> and 2<sup>nd</sup>. She was very impressed with the functions of the Youth One-Stop (YOS) and by the fact that Matthew Verney, Chair, Youth Investment Council, attended the meeting. Carmen also toured the YOS and the Work Group, Youth One-Stop, Training Partner, on the second day of her visit. Jeff thanked Joshua Friedman, Nidia Sinclair and Dr. Lauren Hill for their preparation of this visit. Joshua Friedman, Local Area Operations Director, Camden County One-Stop Career Center, said that Carmen sat in as a participant to the Youth Orientation and asked several great questions that a youth might ask.

Joshua Friedman, Local Area Operations Director, Camden County One-Stop Career Center, reported the Career Center is writing more youth Request for Training Vouchers as a result of instituting a youth specific orientation.

## YOUTH SERVICES UPDATES

Dr. Lauren Hill, Manager, Youth One-Stop (YOS), reported that numbers are looking very good since the change-over to a youth specific orientation. There has been a steady incline of participation rates. She presented a report to the committee as a draft of how youth are being tracked through participation and activities of the YOS system and services. She began tracking the youth as of March, 2018. In March there were 48 total youth who signed in for orientation, April-71, May-71 and June-62. She also counted 58 for July, not shown on the report. She reported that 12 youth signed in on this past Tuesday, August 7<sup>th</sup>. Dr. Hill said she is having youth counselors try to contact youth that may have exited the orientation without making an appointment to possibly re-engage them. The committee discussed the report including appointments scheduled, eligibility determination and review and how many youth made it through the activities of eligibility determination and or how many dropped off and reasons for that vary. Dr Hill said some individuals started working so we make it a point to try to get employment verification them and find other ways to engage those youth.

Dr. Hill also reported that workshops have begun and continue every Thursday at the YOS. Each workshop lasts about 90 minutes. "Who Am I", the first workshop deals with self-reflection and self-assessment. The purpose of the workshop is to encourage youth to think about where they are in life, where they would like to go and the short steps to take in that process. The second workshop is focused on Career Scope and some assessments around career exploration. The third workshop is focused on resume writing, how to navigate online applications and enhancing interview skills with mock interviews. The fourth workshop, thankfully facilitated by TD Bank, is focused on financial literacy skills such as budgeting and saving. We are tracking these activities for youth and will modify them as needed.

## 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.

Dr. Hill, reported a timeline has been developed for the Youth Mentorship Program. Participating Rowan Students will participate in an orientation before connecting with youth participants. The expected launch of the program is Monday, October 8, 2018.

### YOUTH AGING OUT OF FOSTER CARE

The Youth Aging-Out of Foster Care 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). In order to afford work opportunities for this population, the One-Stop is now a part of this committee, which is led by Rosy Arroyo and Rick Alston.

Lauren reported that the Youth Aging Out of Foster Care initiative is moving forward in that we are hearing from youth who have been recommended to contact the YOS for services. We are still awaiting permission to be present at the courts as youth are exiting. She noted one case of a youth who relocated from Cape May to Camden. She was brought in last Friday. The young lady met with Marisol Vasquez, Youth Counselor to begin the eligibility process. Lori suggested that the YOS contact some of the group homes that may be housing these youth. Some homes conduct mandatory resident meetings. Youth Counselors could set up visits during those meetings. Joshua said the YOS did do a presentation at Covenant House, Camden.

### YOUTH WORK EXPERIENCE

Joshua reported that he is in the process of revising the work experience structure in the coming program year. He had a conversation with Lori Godorov, Director Work Group, during their visit with Camden Rodriguez. They agreed that paying the youth with gift cards, as long as they are well documented may be a solution to the stipend concern that might interfere with benefits youth may be receiving. The policy as approved by the WDB does not need to be changed.

### YOUTH OUTREACH OPPORTUNITIES

Dr. Hill reported that YOS is taking every opportunity possible for outreach. Marisol Vasquez and Jyi Peterson, Youth Counselors, attended a meeting in Mercer County at a re-entry program hosted by New Jersey Department of Education. They were able to network with such providers as Job Corp. They were also able to get a sense of what other counties are doing with youth program. Dr. Hill also reported that she and Nidia Sinclair, Director Career Center visited the Kroc Center to talk about their year round job positions that included youth. They spoke about the possibility of create some work experience opportunities for youth next summer, 2019. Dr. Hill also met with JarDaine Brown, Camden City School District, about setting up a Youth Orientation for those seniors who will be completing their high school requirements by way of summer school and may not have plans for college. Those individuals may be more prime for training opportunities the One-Stop can provide. She contacted the Board of Social Services or contacts of youth from the Camden Corps Plus program who might want to continue engaging in some training opportunities. Dr. Hill said that bus passes are going to help because youth have a barrier around transportation. She said that YOS

is waiting for more small incentives such as tie shirts and snacks. Both Joshua and Dr. Hill said they often times simply pick up water or snacks at their own expense and donate it to the youth cause.

Jeff said that Siobhan Kelly, Camden County Technical School, now retired, used to arrange for a youth to attend the YIC meetings. The student's name was Jennifer Rodriguez. He asked Cathy Quattrone, Camden County Technical School, to select another student representative to attend the YIC meetings whenever possible. Matt also suggested looking for a parent, foster care parent or grandparent to attend the meetings. He said their insights may be valuable. Cathy said that she would take care of it.

Jeff reposted that he attends Shared Youth Vision Council (SYVC) Meetings at the State. The SYVC is a sub-committee of the State Employment and Training Commission. (SETC). The purpose of meetings is to promote best practices around the State with youth services. Gary Altman, Executive Director SETC asked Jeff to make a presentation about the CC -YOS at their next meeting on Wednesday, September 26 2018. He asked Dr. Lauren Hill to make the presentation on behalf of the local area about some of the new activities now provided here at the YOS.

Jeff reported that the Annie E. Casey Foundation approached the WDB about hosting a Justice Involved Youth Summit to discuss solutions to involving at-risk youth who may have minor offences with the court system. The foundation largely funds programs dedicated to at risk youth. The foundation intends to present their research and begin a discussion of solutions and collaboration between county agencies serving this population. Presentations will be made by the State and County Probation Department and the Department of Labor. The invitation will be coming from the Workforce Development Board as follows;

Camden County has been working to safely and significantly reduce out-of-home placements for youth involved in the juvenile justice system, especially those youth most disproportionately represented in the system – youth of color. Juvenile justice placement rates have been declining. To continue this progress, it will be important for Camden County – in collaboration with state leaders – to enhance the local network of community-based services, supports and programs for system-involved young people.

To achieve this goal, the Camden County Workforce Development Board (CCWDB) is convening a meeting of key local, state, and federal stakeholders this fall. The meeting will aim to lay the foundation for expanding workforce development opportunities for juvenile justice system-involved youth by addressing the systemic barriers to their full participation in youth programs funded under the federal Workforce Innovation and Opportunity Act (WIOA). CCWDB is partnering with the Annie E. Casey Foundation (“Casey”), the National Youth Employment Coalition (NYEC), and the National Office of Youth Advocate Programs, Inc. (YAP) on this effort.

Invitees to this “Day of Solutions” will include those positioned to make and follow through on commitments to action, including federal, state and local leaders representing juvenile justice, the judiciary, public defender’s office, probation, law enforcement, young people, families, community based organizations and workforce development.

Following welcoming remarks, we envision a morning working session that reviews the relevant data and further examines the barriers identified by Casey, NYEC, and YAP in preparatory

interviews. In the afternoon, partners will work to address the barriers and develop a joint statement or set of agency-specific commitments to action.

The event will be held on Wednesday, October 17th 2018, at 8:30am to 3:00pm at the Crowne Plaza Hotel, 2349 West Marlton Pike, Cherry Hill, NJ 08002. Continental breakfast and lunch will be served.

Jeff also reported that the Literacy Committee is working with the County Library System to host a Community Play Date. Saturday, September 29, 2018, 10am-12noon at the South County, Winslow Township Branch. This free event is designed for families with young children. Activities will include sensory stations for children to learn through play and exploration, Literacy Day event, will offer information about Adult literacy services in the County. The Literacy Family Day at Clementon Memorial Library is planned for Saturday, October 6th. The Committee will be launching the Learning Link Pilot Program at the Winslow Branch. As a matter of record, Joshua asked that all new ideas regarding programs concerning the One-Stop, discussed at committee meetings, be presented to him or Nidia or followed up after a committee meeting with an email.

#### YOUTH PERFORMANCE DATA

Joshua presented the most recent Youth Level of Service (LOS) report, month ending April 30, 2018. The Camden County Office of Economic Opportunity (OEO) achieved 3 youth obtaining a GED and 4 Certifications, The Workgroup achieved 18 youth obtaining a GED and YMCA had no specific youth achievements. Joshua said Request for Proposals (RFP) have been reviewed. YMCA did not submit a proposal. He said that since the start of the Youth specific orientation, YOS counselors are working to track and record data for youth as they flow through the system. Lauren is working on modifying the flow chart report to reflect the changes and additions of services such as the workshops. Matt asked if there will be numbers or data included in a report that can be reviewed by the committee at the next meeting. Joshua said we should be able to present real time numbers as of May 1<sup>st</sup>, 2018. Lauren said that staff have started to go back further than May to January and collect as much information as possible. Matt said it would be beneficial to include the fiscal year-to-date progress in the report.

#### SOCIAL MEDIA POLICY AND PLAN

Lauren reported that she met with a sub-group from the Youth Investment Council, and shared ideas discussed at the last meeting to support the draft of a social media policy and social media rationale she presented to the committee. She presented a new draft to the committee including comments made by Matt Riggins, YIC such as additional language regarding screening. Joshua said the proposal will be presented to County Council, however there are no guarantees it will be accepted. The committee discussed the value of adapting a policy that would allow Youth Counselors to have more contact with youth as well as post educational opportunities and jobs. Matt said that simple reminder to a youth about a follow up appointment via text might totally change the outcome or keep a youth from exiting services. Mark Stettler asked about what other forms of communication the counselors are currently using to communicate with youth. Nidia said as of now we can only reach them by phone numbers that change, and email in some cases when a youth provides us with that information.

NEXT MEETING

The next meeting is scheduled for Thursday, October 25th, 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