



Camden County Workforce Development Board

Supporting the Development and Retention of a World Class Workforce

Gregg T. DeBaere, Chair
Jeffrey S. Swartz, Executive Director

YOUTH INVESTMENT COUNCIL MEETING MINUTES JANUARY 21, 2016

ATTENDANCE

Members		Meeting Dates					
		20-Jul	27-Aug	24-Sep	22-Oct	19-Nov	22-Jan
Verney, Matthew CHAIR	TD Bank	X	X	X	X	X	X
Arroyo, Rosy	CPAC					X	X
Baez, Alfredo	Camden City High School Graduate		X	X			
Banks, Evangeline	Juvenile Justice Commission				X	X	
Colestock, Shannon	CPAC	X			X		
Cope, Heather	Camden City School District					X	
Davis, Keith	Camden Dream Center Tech. Trng. School				X		X
Figuroa, Victor	Housing Authority City of Camden						
Godorov, Lori	The Work Group	X			X	X	X
Goodman, David	HACC Youth Build						
Hudson, Ezra	Camden County College		X	X			
Justice, Tanya	Youth Advocacy Program			X			
Kelly, Siobhan	Camden County Technical Schools	X	X	X	X		
Rhock, Kimberley	Youth Advocate Program						
Lew, Kirk	Department of Labor						
MaGuire, Laurie	Camden County Resource Center						X
McKee, David	Camden County One-Stop	X	X	X	X		X
McKinsey, Denise	Respond Inc.			X			
Mitchell, Wilbert	Respond Inc.						
Mombo, Mien	Division of Children and Family Services	X	X				X
Osorio, Angel	Distict Council Collaborative Board						X
Rhoton, Daniel	Hopeworks						X
Rodgers, Danielle	Camden County One-Stop						
Shackelford, Jeremy	BB&T						
Sinclair, Nidia	Camden County One-Stop		X	X	X		X
Stettler, Mark	T & M Associates		X				
Sutherland, Debbie	Camden County One-Stop						
Vasquez, Marisol	Camden County One-Stop	X		X	X	X	
Villa, Deja	Camden County Technical Schools		X	X			
Waller, Darchelle	Winslow Township High School						
Wardlow Hurley, Rhonda	HACC Youth Build	X	X				X
Swartz, Jeffrey S., Exec. Director	WDB	X	X	X		X	
Cruz, Wanda	WDB	X	X	X		X	
Primas, Theo	WDB						
Stubblefield, Lelia	WDB				X		
Williams, Leslie J	WDB				X		X

Welcome

Matthew Verney welcomed attendees and asked for roundtable introductions. Matt then asked Laurie Maguire, MIS Manager to give a brief overview of each section of the Youth Transition Plan. Matt explained that this committee needed to review and approve this plan and submit it to the SETC by Monday, January 25, 2016.

Introduction

The first section explains the planning process that started about one year ago. This section further explains that Camden County we will specifically focus on out-of-school youth based on the high school dropout rate within the County. The introduction also addresses the overall goal to be achieved by implementing the plan.

Governance of Workforce Area

The Camden County Board of Freeholders the Chief Elected Officials, in partnership with the Camden County Workforce Development Board, is responsible for the planning and delivery of workforce programs. Laurie stated the highlighted areas represented language that was changed from the original draft sent to committee members. The change correctly identifies the One-Stop Operator as the Camden County Department of Economic and Workforce Development.

Alignment with Priority Populations

This section explains the overall youth demographics for Camden County and Camden City.

Demographics of Population Served

This part of the plan requires us to identify the demographics of the specific population we have served in Camden County for the last two years. In program year (PY) 2014 under WIA, the local area served and exited 168 youth ages 16 through 21. Out of those youth enrolled, 64% were high school drop-outs, 29% were parenting, 15% were ex-offenders and 5% were identified as homeless. In PY 2015, Camden County has currently served 174 eligible youth ages 16-24. Of those youth, 68.39% are drop-outs, 28.16% are parenting, 17.82% are ex-offenders' 14.94% received public assistance, 4.6% are homeless, and 2.3% are disabled. By the end of PY 2015, the WDB expects to serve more than 250 out-of-school youth and exit nearly 148. In 2016, the goal is to increase the total number of youth served specifically in the areas shown below.

- Increase the percentage of school drop-outs served to 70%
- Increase the number of youth ex-offenders served to 20%
- Increase the number of youth with disabilities served to 5%
- Increase the number of homeless youth served to 5%

Laurie further specified that serving youth with a diploma is not the primary target of the Workforce and Innovation Opportunity Act (WIOA). Although Camden County can serve individuals who have a high school diploma; the target of WIOA is primarily to serve school dropouts.

Youth Standing Committee Membership

The Youth Standing Committee consist of 26 members. The committee will design, implement and operate on-going career pathways for youth and young adults. Leslie informed members that the Workforce Development Board voted to maintain the name "Youth Investment Council" as the official name of the youth standing committee and is so documented it the WDB bylaws.

Angel Osorio noted that her name had been omitted from the committee member list and requested that it be added. Mien Mombo requested that the spelling of his first name be corrected on the committee membership list.

Engagement and Decision Points

Laurie stated Camden County has a tentative schedule to start the planning for procurement in February with a target for contracts to be awarded in July. She also added, the plan does allow the WDB and the One-Stop Operator/Fiscal Agent to procure as long as the contracts and services are in place in program year 2016. Program year 2016 begins 7/1/2016 and end on 6/30/2017. Procured services have to be implemented during the program year.

Lori asked why the procurement is different this year as compared to previous years. Laurie replied that Camden County needed to determine what services are in the community that are available and what services need to be provided by partnering agencies.

Matt asked if we will be held to the dates shown in the plan. Laurie said the dates are just a guide. We have some flexibility as long as the plan is implemented in PY2016.

Youth Requiring Additional Assistance: Local Decision

The WDB is required to identify what criteria will be used to determine if youth fall into the category, “youth requiring additional assistance”. On page 4 section 5 of the plan is a table showing the specific criteria and documentation needed to determine if a youth is eligible for additional assistance to complete an educational program, or to secure and hold employment. The categories listed are allowable under WIOA.

Design Framework Service

The local area designated by the WDB and the One-Stop Resource Center can provide certain basic services. The services are intake, development of individual service strategies, assessment, TABE, case management and follow-up services. All other services must either be procured or provided in the community through resource leveraging or partnering agencies. This design framework provides development strategies and service needed for specific target areas within the youth population.

Lori and Pastor Keith began to discuss and pose questions about specific policies and methodologies related to procurement and contracting. Laurie and Matt explained that this plan is an overall framework of the services to be provided and the population to be served. Matt suggested that due to the limited amount of time before the plan is due, we table further discussion about the details of implementing the plan and possibly form a subcommittee to give input at a later date.

Recruitment and Retention of Youth

One of the plan requirements was to adopt additional strategies and develop a marketing plan to address recruitment and retention of youth. In this section, we’ve listed some of the things we want to accomplish. The committee will have input as to how we reach these goals.

- Asking youths if they want to be involved
- Showing youth how to get involved
- Providing a convenient time for the youth to be involved
- Revealing that making a commitment will improve their life

- Understanding that family life is complicated
- Identifying methods for transportations
- Learning about issues that are important
- Obtaining new skills
- Connecting with friends
- Being more productive with free time
- Meeting others in similar situations
- Increasing the desire to be successful
- Gaining greater status and self-worth
- Making a difference in the community.

Transportation Plan

Assessing the transportation needs of youth is part of the case management and assessment process. However, we must demonstrate we are using our transportation resources carefully and when needed. Therefore, we have added a new parameter which says if a youth has a car or other resource for transportation, then the youth will not receive a bus pass.

Partner Engagement: Memoranda of Understanding

Camden County recognizes that several partners do provide services. In the future planning process, if it is determined that a partner agency does provide 1 of the 14 key elements of service, then an MOU will be initiated for that service.

Key Industries and Sectors

This section simply outlines the 5 key industry sectors on which Camden County will focus. This section is required by the State so they know, we are aware, what the key industry sectors are for our area.

Developing a Career Pathway System

One of the largest goals of this committee is to establish career pathways. This section talks about how we are going to do it and the elements of a career pathway system. Goal 6 specifically says we will work within the parameters of the State plan to identify and develop a career pathway system for youth.

Health Care Career Pathway

As we have already started to development a healthcare career pathway, we included some information about the medical assistant program in the plan to show we have already started the career pathway development process. We highlighted the medical assistant program where the youth go on to Camden County College, already having work experience, graduate and get hired.

Youth Programs in the Community

This section identifies existing programs in the community that are able to provide some of the youth services. We want to create a database with information gathered from our community partners to show what resources are in the community. This information would be helpful to this committee so that we would know what additional services need to be procured or paid for with WIOA funds. A list of community agencies is included as an example based on the requirements of the plan. Laurie explained that we did not put any entities who are a potential contractors in the plan to avoid any appearance of impropriety.

Matthew told members that at the February meeting, they can present ideas and any concerns they have about the implementation of the plan. The committee has flexibility on how they will execute the plan. Matthew reiterated that a sub-committee may be created to discuss the plan further. Matthew also re-emphasized that the plan is a directive from the State but it is up to the committee how the goals of the plan will be accomplished. The execution of the plan needs to be completed by July 1, 2016. At Matt's request, Leslie asked members who want to be on the sub-committee to make an indication by their name on the sign in sheet.

Laurie stated if the committee has other goals they would like to add, she will include the goals in the plan. Laurie concluded by reminding the committee that the plan shows the State that Camden County and YIC understand and know what has to be done to effectively address the needs of the youth in Camden County.

NEXT MEETING

The next Youth Investment Council Committee meeting is scheduled for February 25, 2016 at 9:00 a.m. at the WDB Office.

Submitted by,

Letia Stubblefield

Administrative Assistant