



Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

YOUTH INVESTMENT COUNCIL MEETING MINUTES, THURSDAY, DECEMBER 19, 2019

ATTENDANCE

Members		20-Feb-19	18-Apr-19	20-Jun-19	16-Oct-19	19-Dec-19
	Bi-monthly meeting dates as 10/17					
Verney, Matthew CHAIR	OceanFirst Bank		X	X	X	X
Banks, Evangeline	Juvenile Justice Commission				X	
Barclay, Arthur	Camden County One-Stop				X	
Cirii, Frank	CCOSCC Local Area Operations Director	X	X	X	X	X
Cooper-Vanderlip, Diana	CPAC					
Davis, Keith	Camden Dream Center Tech. Trng. School	X				
Elmore-Stratton, Corrine	YMCA					
Godorov, Lori	The Work Group		X	X		X
Hewlett, Bryce	Respond, Inc.			X		
Hill, Lauren	Manager, CCCC/Youth1Stop	X	X	X	X	X
Marshall, Newland	Boys and Girls Club					
McKinsey, Denise	Respond Inc.					
Peterson, Jyi	Youth Counselor, CCOS					
Quattrone, Cathy	Camden County Technical Schools	X	X		X	X
Rhoton, Daniel	Hopeworks					
Riggins, Matthew	Riggins Oil Inc.	X		X		
Scott, Kenneth	Winslow Township High School	X	X		X	
Sinclair, Nidia	Camden County One-Stop				X	
Stettler, Mark	T & M Associates			X		
Taguwa, Denise	WFNJ Representative, LWD		X			
Vasquez, Marisol	Youth Counselor, CCOS					X
Waller, Darchelle	Winslow Township High School					
Wardlow Hurley, Rhonda	HACC Youth Build	X				
Washington, Daquan	CPAC					X
Williams, Jen	Covenant House		X		X	
Swartz, Jeffrey S.	WDB Executive Director	X		X	X	
Levitt, Alex	WDB Administrative Assistant	X	X	X	X	X
Varallo, Kathleen	WDB Administrative Assistant	X	X	X	X	X

WELCOME

Matthew Verney, Youth Committee Chair, called the meeting to order at 9:00am and asked for introductions. The committee welcomed Daquan Washington, Project Specialist, from the Community Planning and Advocacy Council (CPAC).

YOUTH SERVICES UPDATES

Orientations/Testing

Dr. Lauren Hill, Manager, Youth One-Stop (YOS), said that from November until the end of 2019, YOS had 211 Youth through orientations. 88 out of the 211 had counseling appointments and moved through. 74 of those individuals had taken their Comprehensive Adult Student Assessment Systems (CASAS) Test. Dr. Hill brought up that in the past 2 months, the Youth One Stop had begun separating CASAS reading and math results as the number of re-testers were taking the math section again. This is an effort to determine where the more deficient areas for youth are. Dr. Hill continued saying that one of the reasons for this separation of scores was the county upgraded to a new version of CASAS with work readiness. There had been 6 people trained to facilitate this new version of the test and it had become a great opportunity for work experience to youth customers. This would provide documentation stating the youth, who completed the training, now can provide proof they have completed a curriculum with work readiness topics.

Dr. Hill expressed that youth customers were interested in training, but a majority want to enter the workplace immediately because they need the income. The work readiness curriculum would be put through the testing area starting in January and it would be web based on site. In order for a youth to reach this testing, that individual would need at least a level 6 score on their CASAS test. If need be, they are able to access the work readiness curriculum which guides them through both academic and work readiness topics with a focus on customer care, critical thinking, personal responsibility etc. Dr. Hill informed the committee that the Youth One-Stop staff will be going through this process to gain a better understanding of the program. Cathy Quattrone, Coordinator of Job Placement and Admissions, Camden County Technical Schools, asked about the process before a youth customer would retake either section of their CASAS test to which Dr. Hill responded saying the re-tester needs a minimum of 40 hours of web based instruction.

Lori Godorov, Director, The Work Group, asked for some clarification on 2 items; credentials and if there is assistance during the CASAS testing if youth customers have any questions. Frank Cirii, Local Area Operations Director, One-Stop, said there would be assistance for youth who have questions during the test. Dr. Hill added that the Lunch and Learns that have been happening over the year are the best way YOS has had to attain those credentials from youth customers. A youth customer must attain a YOS credential before entering these types of work readiness training.

Mentoring Program

Dr. Hill had been in contact with Dr. Yeldell, Law/Justice Department, Rowan University, but there was no status on the signed documents from Rowan needed for the program. It is an ongoing discussion.

Lunch and Learn

Dr. Hill was happy with the November 20th lunch and learn. While only 5 participants attended, the YOS staff were pleased with this event citing it was an opportune moment to get youth up to date on follow-up and various other topics, discussed in previous lunch and learns, such as

credentials. Matt was able to attend this lunch and learn to hear the different responses by attendees. An example of one icebreaker asked of the youth was to title your own autobiography. Another exercise utilized was asking the youth to provide context on the benefits of engaging the Youth One-Stop services.

Monitoring Letter

In response to the State's monitoring letter, there was a training session on October 30th with YOS providers and staff. The discussion revolved around the findings and recommendations of the state relating to the office of youth programs in their assessment of YOS. Dr. Hill and her team had come up with reasonable responses to avoid monitoring occurrences moving forward. One important response was to change the flow of the youth one-stop; all youth now come through the one-stop orientation process even those connected with a prior provider. Lori provided 36 youth for orientation from The Work Group. After the orientation process, the youth return to their provider for further engagement. The goal of all this is in an effort to meeting the requirements set by the dept. of youth services.

Outreach

Dr. Hill updated the committee on the status revolving around probation in 2020. The planned schedule is to meet once a month for the first 6 months with an assessment on how that goes in terms of traffic, but it is likely to be suspended in July due to not enough engagement. Dr. Hill made some recommendations to probation in regards to outreach which were still an ongoing discussion. Lori made a suggestion that a representative from probation should be in attendance at the meetings moving forward such as Gil Velasquez, Vicinage Chief Probation Officer, NJ Courts.

The YOS has been working with the Juvenile Justice Commission's (JJC) transitional services with Nakira Young, Social worker from the Camden County Cohort. Dr. Hill informed the committee that Nakira's goal is to have some of her youth customers come through YOS. That way, when they are let go, they have a better understanding of the one-stop operations and where to reach out in regards of training.

Dr. Hill pointed out that Keisha Jefferies, Office of Youth Services, Department of Labor, has been a valuable asset during this period with the monitoring letter, outreach, work experience, etc. She wants to continue that relationship with Keisha further down the road.

Transportation/Kiosk Information

PATCO tickets have been attained for youth customers, as a supportive service, in addition with NJ transit. PATCO is a more convenient way for customers to get to the One-Stop by public transportation. There are bus stops that are active as well, but not as close as PATCO would be. Frank broke down numerically that 85% of customers get to the One-Stop on their own while 15% utilize public transportation. He added that a pre-register check-in question asks customers; how did you get to the one-stop? These pieces of information go towards defining analytics on the number of customers coming from each area code or zip code such as Camden City and Sicklerville.

Lori asked for some clarification on the process of youth coming in for orientation with the kiosks. Frank explained the process; a youth comes in to the one-stop and fills out the forms on

the computer. After they have completed the computer intake form, the youth customer waits to be called in for a consultation on the steps needed to continue through the YOS system. Orientations take place on Tuesdays and Thursdays, but if a youth customer comes on a Monday, Wednesday, or Friday, Dr. Hill along with Jyi Peterson or Marisol Vasquez, Youth Counselors, YOS, meet with the customer to schedule whether they will attend a Tuesday or Thursday orientation after filling out the computer form. The ultimate goal is to digitize the orientation process to immediately connect a customer with a counselor and eliminate the Tuesday/Thursday only schedule. All of this is in an effort to reduce the amount of visits required of the youth.

Work Experience

Dr. Hill drafted a new youth work experience policy and it had been approved for starting in 2020. The idea of the experience would be slightly modelled after the Summer Youth Employment Pilot Program where youth would be paired with worksite that is aimed towards their career interests. This would be a pilot program with a max number of 10 individuals chosen. The WDB would pair these youth with the potential worksites while the one-stop staff provides the candidates. The experience allows youth to work at a maximum of 20 hours a week with a stipend of \$10 an hour. It is comparable to an internship opportunity.

Financial Literacy

Dr. Hill reported that Financial Literacy was brought back into usage through Stephanie Rizzi, Assistant Vice President, of Republic Bank. They were at the one-stop in the beginning of December.

YOUTH COMMITTEE UPDATES

Dr. Lauren Hill will be leaving her position at the One-Stop to work as the Director for Adult Basic Skills (ABS) at Camden County College.

Kathleen Varallo, Admin. Assistant to the Executive Director, WDB, updated the committee on their participation with the Summer Youth Employment Program breaking down the steps that went into the process such as information sessions, worksite agreements, and interviewing applicants.

Kathleen continued with the status of the Atlantic City Electric (ACE) Initiative for 2020. Information sessions were held in November and December. The first 2 sessions had light attendance with a maximum of 5 in attendance, but the other 2 sessions were highly attended topping between 60-70 people attending. This was due to an email blast provided by Jeanne-Page Soncrant, Business Rep, Camden Department of Labor. Attendees from the sessions were put through the CASAS test at Camden County College to assess their reading and math skills. The WDB has been given several opportunities to speak at high schools in the area to convey what the WDB is as well as promote the ACE initiative.

The WDB updates concluded with information on Industry Partnerships. Kathleen explained that the state developed a new model for these partnerships with a focus on manufacturing in the southern region.

The Youth Committee, starting in February, will be meeting on the last Wednesday bi-monthly. All dates are subject to change.

No other committee updates were provided.

NEXT MEETING

The next meeting is scheduled for Wednesday, February 26, 2020 at 9:00am, at the Camden County Workforce Development Board, 1111 Markkress Rd, Suite.101, Cherry Hill, NJ 08003.

Submitted by, Alex Levitt, Administrative Assistant, WDB.