



Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Matthew Verney, Chair

**YOUTH INVESTMENT COUNCIL
MEETING MINUTES
WEDNESDAY, JUNE 29, 2022, 9:00AM – ZOOM MEETING**

ATTENDANCE

Name	COMMITTEE INFORMATION AND ATTENDANCE						
	Organization	Trustee Member	30-Jun-21	25-Aug-21	27-Oct-21	26-Jan-22	23-Feb-22
Verney, Matthew CHAIR	Truist Bank	X	X	X			X
Arroyo, Rosy	Camden County Youth Services Commission			X	X		
Banks, Evangeline	Juvenile Justice Commission		X	X	X	X	X
Barbella, Sarah	Camden Probation Division					X	
Boucher, Shaneka	City of Camden		X	X	X	X	X
Cirii, Frank	Camden County One-Stop	X	X	X	X		
Davis, Pastor Keith	Camden Dream Academy			X			
Fetty, Brett	CCTS						
Godorov, Lori	The Work Group	X	X	X		X	
Gorman, Ginger	Winslow Township High School					X	X
Hill, Lauren	Camden County College		X		X	X	X
Lofton, Vance	Respond, Inc.			X	X	X	X
Maguire, Laurie	Camden County One-Stop					X	X
Pasiglao, Marion	NJ Youth Challenge Academy			X	X		
Peterson, Jyi	Camden County One-Stop		X	X	X	X	X
Scott, Kenneth	Winslow Township High School		X	X	X	X	X
Selby, Andrew	CPAC		X	X	X	X	X
Sinclair, Nidia	Camden County One-Stop						X
Taguwa, Denise	NJ Dept. Of Labor & Workforce Development						
Vasquez, Marisol	Camden County One-Stop		X		X		
Velasquez, Gil	Camden Probation Division		X	X	X	X	
Waller, Darchelle	Winslow Township High School						
Wardlow Hurley, Rhonda	HACC Youth Build		X	X	X	X	X
Washington, Daquan	CPAC						
Williams, Jen	Covenant House						
Swartz, Jeffrey S.	WDB		X	X	X	X	X
Levitt, Alex	WDB		X	X	X	X	X
Vaughn, Debra	WDB					X	X
Williams, Leslie	WDB		X	X		X	X

Welcome

Alex Levitt led the meeting in the absence of Matt Verney, WDB Chair/Youth Chair. He welcomed attendees and called the meeting to order at 9:00 am. The Committee reviewed the minutes from Wednesday, April 23, 2022. Alex asked for a motion to approve the minutes. Evangeline Banks made the motion, seconded by Frank Cirii. By unanimous vote to the affirmative, the motion carried, and the minutes for April 23, 2022, were approved.

Youth One-Stop, Youth Sub-Committee

Alex Levitt, Youth One-Stop Sub-Committee Member

- The sub-committee has formulated questions for a survey, and a timeline for focus groups.
- Lori Godorov affirmed that the timeline and questions were created to begin with a focus, but a facilitator that is skilled with working with youth is needed. The plan is to have 2 focus groups,

for the northern and the southern part of Camden County. Everything is in place with Rosy Arroyo to pay the people for participation.

- Andrew Selby asked the goal of the focus groups. Lori responded that the goal was to have an on-going youth voice in the WIB's youth planning processes. The objective of the focus group is to have meaningful, authentic youth voice in the youth workforce planning process. Andrew then offered his assistance as a facilitator for the focus groups. Lori thanked him and accepted his offer.
- The focus group will be hosted at 5:30 pm in the evening on a Wednesday or Thursday, with a meal provided, and stipend payments of \$125.00 will be issued. Lori thanked Andrew again for offering his services and he will confirm his availability with Alex.
- Given the date of the next Youth Committee is in late August, there should be a focus group held to report on. The Sub-Committee is seeking to fill the focus group with a diverse group of individuals in terms of age and program participation and seeks assistance from committee members to identify youth to participate. Evangeline Banks offered that she has some youth in mind to participate.
- Andrew asked if there is any option for a virtual component for the focus group. Lori stated that the decision was made to do the first focus group in-house and then evaluate the results, but that the sub-committee did plan for some kind of on-line virtual component.
- Alex commented that Matt Verney is still seeking a Vice-Chair for the Youth Committee and asked if anyone was interested or wanted to recommend someone, to reach out to him.

Camden County Workforce Development Board (WDB)

Alex Levitt, WDB, Administrative Assistant

- The Summer Youth Employment Program is underway with 43 to 45 youth enrolled and currently attending mandatory work-readiness training at Camden County College's Cherry Hill campus for the week. The curriculum, presented by volunteers consisting of committee members and community professionals, was provided by a workforce development board in Texas. Starting on July 5th, the participants will be on their work sites until the program end on August 19th. Employer work sites include the Department of Health, Ravitz Family ShopRite, Big Kahuna's Water Park, Diggerland and others. Alex thanked Rosy Arroyo, Laurie McGuire for helping with the interview process. Frank Cirii thanked Nidia and Wanda for teaching the Workplace Etiquette component of the work-readiness training. The training, thus far, is going very well. Alex offered information that the City of Camden is also running a Summer youth employment program, which begins July 11 for youth aged 14 to 17. Rosy Arroyo and Evangeline Banks requested the program information for the city program.
- No other WDB updates were provided

Camden County One-Stop

Frank Cirii, Camden County One-Stop, Area Director

- UI daily scheduled appointment numbers have dropped significantly in the past week, but there is still a phone line on site to assist people with UI issues.
- Frank thanked the WDB staff and Jeff's support in making great progress with the Youth Work Experience.

Laurie Maguire, MIS Manager

- Jyi Peterson and Nidia Sinclair are working on the curricula, worksite agreements, and getting the youth matched for the Youth Work Experience. As both were not available for this meeting, questions are welcomed and updates will be provided at the next meeting.
- Laurie provided some end of year numbers for all of the youth providers and recommendations:
 - 58 dropouts were served.
 - 4 HiSETs were reported achieved over the past program year. Lori Godorov commented that some of her achievements do not appear to be included, to which Laurie suggested that she provide additional information before the deadline of July 15th for data entry reporting.
 - There are some issues with HiSETs and testing. One issue is that the credential that youth are getting from youth services combined is more heavily weighted on an occupational credential than a HiSET, which is something that needs to be worked on going forward.
 - There are 12 youth that did not attain any credential at all and 22 are in process. It is possible that some of the 22 have not been reported out yet. There are 16 youth who were incomplete and left the program, however a year is allowed to make impact on the youth because the WIOA does allow for post-program services. Regarding characteristics for all of the youth programs, there were only 4 offenders reported, which Laurie feels is low and possibly because the practice sometimes is that eligibility is concentrated on a school drop-out and that is also possible that, during the course, some kind of interaction with the juvenile justice has been discovered or finally reported. Moving forward, Laurie would like to let all the youth service providers know that the characteristic can be added, unlike WIA where whatever characteristic collected at enrollment cannot change. She stated that with WIOA, the characteristics can be added during program participation (such as pregnancy or parenting status, homelessness, etc.). Laurie stated that when she reviews the characteristic, she sees a picture in time of eligibility and not necessarily what the youth providers collect throughout the program, Out of those 12 youth who did not obtain a credential, 8 were pregnant/parenting, 2 were homeless, 2 were disabled. She believes characteristics are low possibly because they are not being reported after eligibility and this is an issue that needs to be addressed with all youth service providers.
 - Lori Godorov explained that the HiSET is the test that people take to earn their high school diploma in New Jersey. There are three tests: HiSet, TASK and GED. She stated that The Work Group reports the occupational credential first, but she needs to confirm that the diploma (second credential) is being reported. She said they have not reported the additional benchmark, but she will have the information collected to provide a number of participants who received their HiSET for the year and submit it to Laurie before the deadline. She noted that the One-Stop (*also the Youth One-Stop), The Work Group, and OEO are the youth service providers reporting information. She stated that they know that most often the questions asked at intake as part of eligibility are not often honestly answered, (parental status, drop-out status, homelessness, etc.). Lori commented that she considers the required terminology of intake questions are labeling and painful for applicants, and that part of the problem is the timing of the questions and the amount of additional layers of documentation required of the participant and provider is being avoided whenever possible. Laurie responded that the reauthorization, if passed, includes a change in the language in terms such as “drop-out” and “offender” to makes those terms less charged.

- In its current form, if someone qualifies for their program with one barrier (drop-out, etc.), that is what is reported and nothing else is required for documentation. Laurie stated that if additional barriers are disclosed during program participation, it only has to be documented on the ISS. Any barrier disclosed does not have to be proven but needs to be addressed through possible service additions or referrals. The failure to provide all available services to youth participants with barriers, including those impacted by the juvenile justice system, will mean a presumption that youth in need are not being adequately served, which would raise targets and likely impact program funding. Federal and State rules, along with WIB guidance to protect local area funding, must be followed regarding reporting barriers for eligibility of services and any required documentation for servicing additional barriers must also be provided.
- Rosy Arroyo asked about the data collection process from the youth service providers. Laurie responded that MIS processes the data received. Service providers are contractually required to follow up (12 month) and report post-exit data. The new contracts, starting in July, will address the subject of providing more thorough follow up information. Additionally, going forward, receiving a credential alone is not considered successful unless the youth completing a service provider's program has a GED and is connected to either employment or advanced education. Lori stated that some of her participants will not test until after July 1. Credential earning can be completed until the third quarter after exit and will still count for this fiscal year.

Camden County Youth Services Commission

Rosy Arroyo, Administrator/ Community Engagement Re-entry Coordinator

Feedback was received from the State on the Restorative and Transformative Justice Hub which consisted of a lot of weird, basic questions or comments that still are going to take time to clear up. A site location is still being sought in the City of Camden. Once the RFP is completed, the State is requiring it to be submitted to them for review before she releases it to the public. It remains to be seen how the Youth Services Commission's legal counsel is going to react to the requirement that this grant which the county is managing based on Camden county contract laws, is subject to State review of the RFP first.

- An open public meeting on the Restorative and Transformative Justice Hub has to be held in late July or August on the work, to gain interest in the community on who's going to come in as the lead provider to subcontract several organizations to do the work. Rosy noted that the biggest piece of the project is workforce development and training, and she will then be reaching out to the committee members to see how to build that piece of it together.

Community Planning & Advocacy Council (CPAC)

Andrew Selby, Sr. Project Specialist - Positive Youth Development

- Andrew stated that he is working with the CIACC (Children Inter-Agency Coordinating Council) build up the family voice subcommittee and working with the CMO (Care Management Organization) and FSO (Family Support Organization) within Camden County to identify more families and youth who do have CSOC (Children System of Care) involvement.
- Current programs are finishing up Quarter 4. Some grants are closing out and some are requesting renewals.

- Andrew noted that an RFP will be out pretty soon to provide mini grants within the county. He is considering a youth entrepreneurship program, along the lines of a “Youth Shark Tank”, which he plans to discuss with the committee about possible partnerships.

Juvenile Justice Commission

Evangeline Banks, Court Liaison

- No updates at this time

Camden Probation Division

Sarah Barbella, Vicinage Assistant, Chief Probation Officer

Camden Probation Division has a lot of job initiatives going on right now, including an effort to partner with Cooper Hospital.

- Sarah stated that she has been working with APEX on a work to hire training program for 12 weeks in the City of Camden, starting August. Participants must be 18 or older, and a high school graduate. She noted that she currently has 40 potential participants, pending verifications of eligibility.
- The Hero Program is 7 weeks, run by Bruce Boyd. Bruce provides an update every week on the participant’s progress. Using the program’s book club, he relates the selected book’s theme to a life lesson. For example, He uses “The Lion King” to teach how to forgive yourself and move forward is you make a mistake.
- Sarah commented that Rosy Arroyo has forwarded a lot of amazing flyers for events and activities for youth, which she then distributes to the juvenile youth. For example, October 3rd - 7th, there will be a Youth Transition Conference and the Camden County Resource Fair will be held September 13th. Sarah shares event information with officers as well, so they reach can out to the youth that these great opportunities are available.
- Camden County Probation Division continues to keep busy working on activities in employment or higher education or training.

HACC Youth Build

Rhonda Wardlow-Hurley, Program Coordinator

Rhonda stated that HACC plans to apply for the Youth Build Program in October/November. Currently the YMCA is housed in their building at 150 Boyd Street and running its Summer program. There will be a Resource Fair at Ablett Village. The Housing Authority will provide 29 housing choice vouchers for youth who are just coming out of the foster care system through its Fostering Youth Independence Program. The program is funded by a three-year grant that will provide participating youth with awards. HACC’s partners are the One-Stop, the Workforce Development Board, CPAC, and Hope Works. Rhonda will be providing more information on the project.

The Work Group

Lori Godorov, Executive Director

- To follow up on her conversation with Laurie earlier in the meeting, Lori stated that The Work Group has 14 HiSETs to report, not including kids testing in the last cycle and she will follow up with her.
- One cohort is ending today and another begins on Wednesday.
- The counseling center is still open, offering individual group, youth, adult, and Medicaid only services. We are in the process of hiring someone who can do some bilingual services in Spanish, individual and group. She will let everybody know as soon as that is done.

- Lori was excited to share (particularly with Rhonda) that Levar is returning to the Work Group as a work site supervisor.

Adjournment

Alex asked for motion to adjourn the meeting. Lori Godorov motioned, seconded by Frank Cirii. By a unanimous vote to the affirmative, the meeting adjourned 10:00am.

Next Meeting

The next meeting is scheduled for Wednesday, August 24, 2022, at 9:00 am via Zoom.

Submitted by:

Debra Vaughn

Administrative Assistant to the Executive Director