



Camden County Workforce Development Board

Supporting the Development and Retention of a World Class Workforce

Robert Weil, Chair
 Jeffrey S. Swartz, Executive Director

YOUTH INVESTMENT COUNCIL MEETING MINUTES, JULY 27, 2017

ATTENDANCE

Members		28-Jul	25-Aug	29-Sep	27-Oct	15-Dec	23-Mar	25-May	27-Jul
Verney, Matthew CHAIR	TD Bank		X	X	X	X	X	X	X
Arroyo, Rosy	CPAC		X		X		X	X	
Barclay, Arthur	Camden County One-Stop					X			
Banks, Evangeline	Juvenile Justice Commission		X			X	X	X	X
Colestock, Shannon	CPAC	X							
Cooper, Diane	CPAC			X	X				
Cope, Heather	Camden City School District					X			
David Goodman	Youth Build HACC					X		X	
Davis, Keith	Camden Dream Center Tech. Trng. School					X		X	
Duca, Jill	Lourdes							X	
Friedman, Joshua	Director, CC Resource Center			X				X	X
Gentile, Stephanie	NJ Youth Challenge							X	
Giella, Nick	Philadelphia, 76's	X	X						
Godorov, Lori	The Work Group	X	X	X	X	X			X
Harley, Darron	Camden CorpsPlus							X	X
Jeffery Lake	Winslow Township High School			X	X	X	X		
Jennifer Rodriguez	Camden County Technical Schools				X	X	X	X	
Justice, Tanya	Youth Advocacy Program		X						
Jyi Peterson	Camden County One-Stop					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						
McKinsey, Denise	Respond Inc.	X			X		X	X	X
Mombo, Mien	Division of Children and Family Services				X		X	X	
Nikke Feagin	Center for Family Services						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	
Savage, Leamon	Youth Advocate Program								
Sinclair, Nidia	Camden County One-Stop	X	X	X	X			X	X
Stettler, Mark	T & M Associates				X		X	X	X
Vasquez, Marisol	Camden County One-Stop	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	
Williams, Lauren	Youth Advocate Program		X						
Williams, Tasha	Youth Advocate Programs, Inc.			X					
Jamia Santiago									
Swartz, Jeffrey S.	WDB Executive Director	X	X		X	X	X	X	
Primas, Theo	WDB Program Evaluator								
Stubblefield, Lelia	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									
Dr. Stanley B. Yeldell	Associate Professor, Rowan University								X
Guy Rozier	Former NFL								X

WELCOME

Joshua A. Friedman, Director Resource Center welcomed attendees, asked for round table introductions and welcomed incoming WDB Chair, Robert Weil, and guest Guy Rozier, Former NFL and Dr. Stanley B. Yeldell, Associate Professor, Law & Justice Studies, Rowan University. Kathleen Varallo, WDB Administrative Assistant, sitting in for Jeffrey S. Swartz, WDB Executive Director, presented the minutes from the last meeting, May 25th, 2017 for review. She also presented a copy of a youth flow chart, created as a result of the last meeting, by Joshua Friedman. This flow chart of services to youth was created for the purposes of better understanding how a youth participant is served as they progress through the One-Stop System. Joshua said that we are going to try to match our reporting to this flow chart.

YOUTH SERVICES FLOW CHART

Joshua said the flow chart was created after discussions at the last meeting. He said we went through our current work flow at the request of our Chair, Matt Verney to look at how it works as well as to pin point areas where we might be losing hold of certain youth due to obstacles such as eligibility. Some of the things we will discuss at today's meeting will be the efforts and attempts to do more to attract youth customers. It is part of the reason we invited Dr. Yeldell here today to present a Youth Mentoring program we are currently working on. He said that Jyi Peterson, Youth Counselor, brought the idea of this mentor program to our attention as he was actually a product of this program.

Josh said most of the Youth measures failed state wide and likely nationwide. While we are very close from meeting these measures, we are considering some key actions that could help us attain better results for the youth participants. He noted that Nidia Sinclair, Youth Manager and her staff, Marisol Vazquez and Jyi Peterson work very hard to keep close contact with youth as they enter our system. The youth are the hardest population to keep track of due to their changing lives. The programs we are looking at will not add budget constraints to our bottom line and if we can make better connections and get youth engaged, maybe we will be able to hold on to them a little longer.

YOUTH MONTHLY LEVEL OF SERVICE (LOS) REPORT

Joshua presented the Youth Monthly Level of Service Report. He said the current report is presented to the Youth Investment Counsel for the purposes of discussion and development of programs that serve Youth (ages 16-24) who enter the One-Stop Career Center and Resource Center. He asked if there were any questions regarding the report. Hearing no questions he reviewed the report.

Eligibility Determination	55	59	58	66	78	87	84	82	92	101	111	118
Employed at Registration	17	19	22	24	27	30	27	27	28	32	34	36
TABE tested	54	56	58	62	65	70	67	72	77	81	86	88
Assessment (90 DAYS)	0	0	0	0	0	0	0	0	0	0	0	0
Career Planning	12	15	17	19	22	24	26	29	33	34	34	35
Referred to provider (PARTNER)	1	1	1	2	2	2	2	2	2	2	2	2
Workforce Learning Link	29	31	36	36	37	37	36	38	41	42	48	54
Active	15	13	8	11	9	8	4	5	5	4	5	7
Exited	14	17	21	25	28	29	32	33	36	38	43	47
Obtained High School Equivalency	1	1	2	3	4	4	4	5	8	8	8	8
Occupational Training	3	3	9	10	11	12	11	12	14	15	16	17
Entered Employment	1	1	2	2	3	4	3	4	4	4	5	5
Other (non positives)	9	12	8	10	8	8	18	17	18	19	19	21
Occupational Training	13	16	31	35	36	37	40	42	46	48	55	60
Active	9	7	17	17	13	13	15	14	9	11	13	17
Exited ***	4	9	12	18	23	24	25	28	37	37	42	43
Credentials	1	6	9	13	14	16	16	20	22	22	23	23
Entered Employment	1	1	3	5	5	7	11	13	14	14	17	17
Other	3	8	9	13	2	2	14	15	23	24	26	26
Entered Employment	2	2	5	7	8	11	14	17	18	18	22	22
Need follow-up services	8	16	19	29	30	37	37	44	56	56	58	63
Caseloads	56	60	59	67	78	87	92	82	92	101	111	118
McKee	37	37	36	31	31	0	0	0	0	0	0	0
Peterson	0	0	0	5	10	31	33	30	34	40	42	45
Vasquez	19	23	23	31	37	56	59	52	58	61	69	73

Joshua presented a brief background as to how the YOS came to consider the proposed Youth Mentor Program. The new WIOA law allows for some services to be provided for out-of-school youth, one of which is a mentoring element. He said when he started in September, 2016, Jyi and Nidia spoke to him about this program. Joshua introduced Dr. Yeldell to speak about the program. He welcomed Dr. Yeldell and invited him to join the Youth Investment Council and attend meeting whenever his schedule allows.

Dr. Stanley B. Yeldell, Associate Professor, Rowan University Law & Justice Studies, received his J.D. from the Howard University School of Law in the City of Washington D.C. He has thirty-one years of experience in Law/Justice Studies with specific emphasis in the field of Victimology and a diverse background in the following areas: Criminal Law, Business Law, Consumer Law, Forensic Law and Torts. He is the Program Coordinator for the Criminal Justice Internship Program, the Department Academic Advisor, the founder of the Victim Awareness Organization, and the Advisor to the departmental student organization-Gamma Chi. His ongoing research includes: the Atlantic City Gun Tracing Project and the Comparative Victimization Study with the Department of Criminology and Criminal Justice of Manonmaniam Sundaranar University of Tamil Nadu, India.

Dr. Yeldell presented a packet to attendees that included a detailed biography and more information about the components of the diversified Mentorship Program he currently runs at Rowan University. He said that this program works with over 60 agencies including but not limited to the FBI, Police Departments, Security Companies, Internal Revenues Investigations, The New York Stock Exchange, U.S. Congress, Public Safety Departments, Region County Sheriff Offices and Municipal Courts, Delaware Port Authority and many more.

He often listens to the ideas of students who come to him with requests or dreams of gaining an internship with an agency such as the Commodity Market. Dr. Yeldell was able to place a student with this request in the fraud department of the Market. The student went on to be permanently placed. This prompted Dr. Yeldell to set up internships with the New York Stock Exchange. Our students have also obtained internships with the National Basketball Association (NBA) dealing

with federal regulations that guide that area of sports. This is a nine week summer program that pays five hundred dollars per week.

Dr. Yeldell went on to describe how the program works. A student who enrolls in our internship program, that is a required course, follow a stringent process. The students are carefully matched with a career pursuit. Before they are assigned to any agency, they must follow the regular hiring procedures required to gain employment such as a background check. The internship requires 150 hours. The first 40 hours includes an extensive evaluation of the student by the agency. The next 72 hours is the mid-evaluation. A student who is involved with an internship becomes an ambassador to Rowan University reflecting the reputation of the College. Following the 150 hours of internship the student must complete a ten page research paper. Before it is turned in, the hosting agency has the right to review the assignment for confidentiality concerns. The student must also complete an exit letter. The letter will include appreciation for the internship opportunity and value the student has seen as a result of the internship. (What the student learned.) The final component of the exit letter would include a request for employment. After submitting the letter, the student sets up an exit interview with the hosting agency especially if they are interested in being hired. The exit letter and appointment also represents an opportunity to gain a reference the student may take with them or add to their resume. The student understands the internship is not a right, it is a privilege and the agency has the right to terminate the internship if the student is not acting in accordance with company policy.

The committee discussed ways to apply this intern/mentorship program to out-of-school youth registered with the One-Stop. Many ideas and questions were discussed. Lori Godorov, The Work Group asked how the program would work with the One-Stop. Joshua said that volunteer Rowan University student mentor/interns would be assigned to guide and encourage participants to complete the process toward training and further coach them on what kinds of career opportunities there are in the Justice/Law area. Other members of the committee attested to Dr. Yeldell's program having participated in it at their respective agencies. All agreed this represents a tremendous opportunity for the Youth One-Stop to attract more participants.

Joshua said he was willing to try anything to engage young people and offer alternatives or new kinds of opportunities. He said one the biggest obstacles to connecting with more youth is being short staffed. He would be happy to have a program that extends outreach and attracts more youth. While his counselors can interact with the program, it will not create any additional burden to staff. Joshua said he will continue meeting with Dr. Yeldell and staff to develop a Memorandum of Understanding (MOU) that will spell out the details of the program and prepare it for submission to the Board of County Freeholders. Robert Weil, WDB Chair, thanked Dr. Yeldell and expressed his appreciation to him for agreeing to bring this program to the Youth One-Stop.

ADJOURNMENT

The meeting adjourned at 10:05am.

NEXT MEETING

The next meeting is scheduled for September 28th, 2017 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