



Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

YOUTH INVESTMENT COUNCIL MEETING MINUTES, THURSDAY, MAY 31ST 2018

ATTENDANCE

Members		25-May	27-Jul	28-Sep	25-Jan-18	22-Mar-18	31-May-18
Bi-monthly meeting dates as 10/17							
Verney, Matthew CHAIR	TD Bank	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, JarDaine	Camden City School District						X
Cooper, Diane	CPAC			X			
Davis, Keith	Camden Dream Center Tech. Trng. School	X					
Elmore-Stratton, Corrine	YMCA					X	X
Friedman, Joshua A	Local Area Operations Director, CCOS	X	X		X	X	X
Gentile, Stephanie	NJ Youth Challenge	X					
Godorov, Lori	The Work Group		X	X	X	X	
Goodman, David	Youth Build HACC	X					
Harley, Darron	Camden CorpsPlus	X	X				
Hill, Lauren	CCCC/Youth1Stop					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
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					
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		
Stettler, Mark	T & M Associates	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
Williams, Jen	Covenant House				X	X	X
Williams, Tasha	Youth Advocate Programs, Inc.			X	X		
Swartz, Jeffrey S.	WDB Executive Director	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
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.

Matthew Verney, Chair, Youth Investment Council, welcomed the Committee and asked for round table introductions. Joshua Friedman, Local Area Operations Director, Camden County One-Stop Career Center, welcomed long standing Youth committee member, Denise McKinsey, Respond Inc. He was happy to report that Respond Inc. is nearing completion of the approval process to be included on the State's Eligible Training Provider List (ETPL) for its Culinary and Automotive Certification Programs. He said that Respond has a state of the art training facility thanks to the sponsorship of Subaru Inc. The One-Stop has developed a relationship with European Metal Recycling (EMR), which is headquartered worldwide in Bellmawr, NJ. They will now be working with Respond Inc. to accept graduates of their programs. The Committee also welcomed Jar Daine Brown, Camden City School District and Dr. Stanley B. Yeldell, Associate Professor, Rowan University Law & Justice Studies, Rowan University.

YOUTH SERVICES UPDATES

Dr. Lauren Hill, Manager, Youth One-Stop (YOS), reported that she is nearing completion of 90 days as manager of the YOS. She said that taking on and improving services to youth is her top priority. A youth specific orientation was launched on May 1st. What we have found is the conversation that is geared toward youth makes it a more efficient process. There has been a very good response and feedback in terms of youth engagement. We are prepared to launch four different ongoing youth workshops offered on alternating Thursdays of each month. Each workshop will last about 90 minutes. The first workshop deals with self-reflection and self-assessment. The second workshop is focused on Career Scope and career exploration. The third workshop is focused on resume writing and interview skills. The fourth workshop, thankfully sponsored by TD Bank, is focused on financial literacy. Joshua said the YOS is looking at the possibility of budgeting for some sort of promotional gift for Youth who participate in the workshops.

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 meeting with Dr. Yeldell to further develop the criteria and framework for the YOS mentorship program. We are preparing to do an orientation and training for interns who are available for summer access. She has been working closely with the Marisol Vasquez and Jyi Peterson, Youth Counselors, who provide important input and insights. They made a conscious decision, based on notes from Youth Investment Council meetings, to focus on four main initiatives. Youth specific orientation, the Rowan Mentorship program, enhancing outreach opportunities, and clearly making the case for social media access to reach youth where they are. Matt agreed with the focus and priorities but also added that data keeping and tracking the success of these initiatives should be included as a top priority as well.

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 event was held on Tuesday, May 22nd. It was well attended. The youth seemed very engaged and they had lots of questions. There were some high school seniors but most were sophomore and junior students. Their most prominent career requests were about nursing and medical career paths. Joshua said that a great peer mentoring resource would be Antoinette Knight, one of our medical student success stories. It may be beneficial to the local ageing out youth of organize a meeting where she could speak about her journey and participation with the One-Stop. He said we are still waiting for approval by Sarah, Barbella, Superior Court of NJ Camden and or the Trial Court Administrator, to be present on Wednesdays to speak with youth being released from the system. They do have a supply of Youth and One-Stop marketing materials. He thanked Rosy Arroyo, CPAC, for being instrumental in moving this initiative along. Rosy reported there is funding available for youth initiatives in the local area. She was contacted by Summerset County. They have included Camden County in a grant application to re-connect out of school youth with high school and GED programs. She said she would forward specifics, information about technical assistance and materials as she receives them. Lauren reported that the YOS completed application to be included in a directory that is distributed to over 1400 Foster Care Families and 98 case managers serving that population. Rosy said there is a special phone app that connects law enforcement to community youth services and provides a referral system to the Directors of these agencies. She will provide information about the approval process regarding this internal support services referral system.

YOUTH WORK EXPERIENCE

Joshua reported that he has not received job descriptions from County Agencies that originally agreed to host youth for work experience. He plans to revise the work experience structure in the coming program year. The policy as approved by the WDB does not need to be changed. In an immediate solution, he is considering supporting some of the work experience programs conducted by the Workgroup. They do an excellent job with Youth. Jeffrey Swartz, WDB Executive Director, suggested that the program be tailored into apprenticeships. He said apprenticeships do not necessarily need to be in the trades industry, they can be in any type of career field. There is a way we can make the youth work experience program into more of an apprenticeship opportunity. This is also an opportunity for organizations on this committee to set up an apprenticeship program. Matt Riggins, YIC Vice Chair, said there is a need for auto mechanics. Joshua said that is the reason we are happy to be partnering with Respond Inc. The Committee discussed some apprenticeship opportunities such as these and how they become real career paths for youth.

CAMDEN CORPS PLUS (CCP)

The grant funded program is a collaborative effort between the local government and schools including The Center for Family Services, Rutgers University and Camden County College. It will help young residents between ages 16 and 24 who don't have a high school diploma.

Lauren reported that she and Nidia Sinclair, Director Career Center, met with the Center for Family (CFS) Services. They discussed transition opportunities for CCP participants. CFS has an initiative entitled "In Demand" The program runs four days per week, half days for three weeks. There is another follow-up period of four weeks. During this follow-up period, youth will have access to YOS workshops, eligibility, and services. The Management Information System (MIS) department is working to get through the review of 140 files to determine what the next steps are for these CCP youth participants. Some youth have been placed at Housing Authority of Camden City, Youth Build program and others have been placed with the Camden County College, Gateway to College program. A majority of the CCP participants do not yet have a transition plan or have not been placed into viable programs. We have invited all the participants to attend the youth orientation and workshops so that a current transition plan or appropriate next steps can be developed for them.

YOUTH OUTREACH OPPORTUNITIES

Lauren reported the YOS attended a health and wellness event at the Camden City High School. As previously mentioned, YOS also attend the aging out event. The YOS has scheduled a visit by the Youth Build participants on Thursday, June 14th with the intention of presenting the youth orientation to these participants. We will also be discussing ways to build a better bridge of referrals and co-enrollment between Youth Build and the YOS. Lauren also reported that she and Joshua attended a presentation at Covenant House, Camden County. She said she is finding that many youth are simply not aware that the YOS exists. The outreach opportunities provide a way of spreading the word among the youth population, even with those in school, so that they will in turn pass the word along as they meet up with an out-of-school friend or family member.

Rosy also spoke about another outreach opportunity for the YOS. S.U.R.E. [Students United for Respect and Equity] Summit. It is planned by youth and held at Camden County College. This year's summit was held on March 9th.

The Student Summit is a collaboration between high schools, Camden County College, Camden County Freeholders, Community Planning & Advocacy Council, YMCA of Burlington & Camden Counties and Social Responsibility Through Me.

The S.U.R.E. Summit will bring the high school students from Camden County together from different communities to encourage a dialogue around Positive Youth Development issues that will impact students through their time in the High School and give insight on the college options as they seek out a career to successfully Transition to Adulthood.

The annual summit not only bring forth the Camden County diversity, but to also help youth build and gain leadership skills that will encourage civic engagement to create change within their communities and carry them throughout their life.

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 1st, 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 best practices, research and online articles to support the draft of a social media policy and social media rationale she presented to the committee. Kathleen Varallo, WDB Administrative Assistant also added the County's current directives regarding social media taken from the County's handbook. She also presented a sample social media policy from Somerset County. The committee reviewed the drafts. Lauren said she would forward the drafts with the recommended changes to the committee. She asked that the committee submit any changes or recommendations as soon as possible in order to have it ready for final review at the next meeting. Matt confirmed that the proposal will be submitted to Freeholder Liaison, Jonathan Young, once it has been finalized by the committee. Lauren said that volunteers from the committee will continue to meet and fine-tune the proposal with any new research or input from the rest of the committee.

NEXT MEETING

The next meeting is scheduled for Thursday, July 26th, 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