



Shared Youth Vision Council

Shared Youth Vision Council

New Jersey Department of Labor and Workforce Development

1 John Fitch Way

Trenton, NJ 08625

Thursday, February 16, 2017

10:00 a.m. to 12:00 p.m.

I. Welcome members and special guest Ms. Sacha Stadhard, Massachusetts Executive Office of Labor and Workforce Development, Department of Career Services.

The Shared Youth Vision Council's (SYVC) February 16, 2017 meeting was brought to order at 10:10 am.

Acting Executive Director Gary Altman opened the meeting with the following comments:

There are fourteen elements for youth programming to transition them to employment under WIOA, but they are not all necessarily paid for by WIOA. This is why we need partnership, a combined effort of programs with different funding streams braided together. There are five overriding themes within the New Jersey State Unified Plan.

1. Career pathways and industry valued credentials
2. Expanding high quality employer driven partnerships
3. Career navigation system
4. Creating governance through Workforce Development Boards and regional collaborating (North, Central, South)
5. Insuring system integrity through the use of metrics and transparency.

An expert from Massachusetts has been brought in to explain how they have developed and evolved their program. Sacha Stadhard, Grant Management Specialist in the Massachusetts Executive Office of Labor and Workforce Development in the Department of Career Services has worked for 15 years with at risk and disconnected youth.

II. Presentation by Ms. Sacha Stadhard

Ms. Stadhard thanked all for the opportunity to speak. She explained that she provides technical assistance and policy guidance throughout Massachusetts's 16 Workforce Development Boards which manage the federal funding stream. She stated that MA has 32 One Stop Career Centers - 27 Comprehensive and 5 Affiliated sites which have at least one partner program specialist in each - altogether serving about 150,000 customers, 17,000 of them are young adults aged 16 to 24. Not all are WIOA funded but can still go to their One Stop Career Centers to receive basic services, labor- market information and job search support and find out what other services they are entitled to.

WIOA Combined State Plan partners are working to:

- **Design career pathways across partners aligned with business demand.**
WIOA partners came together to change their traditional model by looking at businesses to identify their needs and design programs and services and align them with those needs.



- **Improve foundation skills and transition to postsecondary education and training for individuals with barriers to employment.**
Working with their partners to improve the skills that individuals need to participate in the workforce.
- **Assist low-income individuals and families to achieve economic self-sufficiency through support services, labor-market driven credentialing, and employment.**
Work to improve delivery practices for low income individuals and families through support services to provide assistance with housing, food and childcare and integrate them into career pathways.
- **Meet the needs of youth, job seekers, and businesses who engage in the public workforce system (including partner programs)**
Pilot partnership projects with workforce staff, TANF staff and career center staff to assist low income, low skilled individuals to attain gainful employment by improving work readiness skills.

MA WIOA Partners - One-Stop Core Partners provide services which can be accessed through the One Stop Career Centers:

- WIOA Title I (Adult, Dislocated Worker & Youth)
- Title II (Adult Education & Family Literacy) - Department of Education
- Title III (Career Center Services)
- Title IV (Vocational Rehabilitation)-MA Rehabilitation Services & Commission for the Blind
- TANF (Temporary Assistance to Needy Families) - Human Services
- SNAP (Supplemental Nutrition Assistance Program) - Human Services
- Unemployment Insurance – Training through One Stop Career Centers

Ms. Stadhard explained that Massachusetts also has the following voluntary partners: Economic development, higher education, homeless and housing organizations, and community-based organizations.

WIOA State Plan Development

MA has a State workforce board which has established a WIOA Steering Committee made up of all WIOA partners and stakeholders in order to redesign its workforce system and make it demand driven by preparing individuals to be able to meet the needs of businesses. Workgroups have been put together to look at programs and resources and provide recommendations to the steering committee on how to bridge them together while being less focused on funding streams and more focused on being customer centered.

WIOA Youth Workgroup

Ms. Stadhard stated that she led the WIOA Youth Workgroup which includes WIOA required partners & stakeholders, workforce board members, career center staff, staff managers and directors, and youth service providers. The workgroup is charged with identifying state level policy changes to create effective outcomes for youth. By working with the workgroup she came to know and understand each of the partners programs and services and their eligibility requirements to be able to work together to build improved models under the new youth provisions. The workgroup looked at what they could work with the regulations of the federal process so that all youth have access to soft skills which businesses felt was lacking in many youth. These skills are the foundation needed to understand how they should conduct



themselves during interviews, proper dress and working with their supervisors and peers. She explained that WIOA strongly encourages integration with other state agencies and to move away from silos in order to better provide all the services that individuals are eligible for.

Goals of the MA WIOA State Plan

Ms. Stadhard discussed MA Plan Goal# IV which is youth specific: Increase credentialing and job placement outcomes for youth, including youth with barriers to employment. The workgroup is responsible for implementing the goals which are meant to align WIOA youth procurement process with core WIOA programs. The workforce boards, are conveners with the WIOA partners and are locally driven for mapping out career pathways using labor market information and the business needs in their areas. Other strategies of Goal# IV are to develop statewide policies to establish referral processes between Title I (Youth Program) and Title II (Adult Basic Education), Title I and TANF recipients and Title I and Title IV (Vocational Rehabilitation).

III. Questions and Answers

1. Question: How much emphasis does the MA Department and local workforce put on the use of social media with regards to youth?

Ms. Stadhard indicated that although it is not a component of the state plan, it is an effective tool for outreach to let youth know what services are available to them.

2. Question: How does MA handle youth who are coming out of the juvenile justice system with behavioral/attitude problems?

Ms. Stadhard explained that MA has a Signaling Success Curriculum which is customized to the workforce areas and youth population which she will share.

3. Question: How does MA handle youth who want supportive services offered but don't meet the requirements?

Ms. Stadhard stated that Title I support services are determined during the assessment process while making a strategy plan for the client and is provided as allocated to youth who are actively participating in a WIOA funded program.

IV. Discussion

There was a suggestion made at the conclusion of the meeting to break the large group into interested working groups.

Next Meeting: Thursday, June 15, 10:00 am to 12:00 noon, NJ Department of Labor and Workforce Development Building, 13th Floor Auditorium Trenton, NJ - Location may change