



Meeting Minutes of Shared Youth Vision Council
New Jersey Department of Labor and Workforce Development
1 John Fitch Way, Trenton, NJ 08625
Tuesday, September 26, 2017
10:00 a.m. to 12:00 p.m.

Welcome and Introductions

The Shared Youth Vision Council (SYVC) meeting was called to order at 10:05 am. Acting Executive Director Gary Altman welcomed attendees and roundtable introductions took place.

Introduction of Council Chair

Mr. Altman introduced Catherine Milone as the new council Chair. Ms. Milone is a member of the State Employment and Training Commission and is the Executive Director of Junior Achievement of New Jersey (JANJ).

Small Work Groups Update

Mr. Altman gave a summary of the small workgroup phone meetings that took place since the last SYVC meeting. Mr. Altman explained that even though some of the calls had low participation, the conversations were productive and many good ideas were shared. He stated that the purpose of the small work-groups is to have guidelines for planning documents for WIOA.

a. Outreach and Engagement

Discussion began on the recruitment of youth and the effectiveness of word of mouth as an outreach tool to youth and community. The Department of Children and Families (DCF) has recently engaged a Memorandum of Agreement with the Department of Education to exchange data to identify the educational needs of children in foster care. DCF has also implemented an Academic and Career Exploration to Success program (ACES) and has reached out to agencies throughout the State to provide coaches with a knowledge of the workforce world to assist children in foster care and navigate them through career assistance to pursue college or technical school and employment. DCF will be having regular meetings to provide technical assistance to these coaches. Interest was exchanged in having membership presence/participation at the meetings and recommending the coaches attend WDB Directors meetings. Suggestions were made concerning the importance of increased participation with parents/caregivers of youth by meeting with them in places where there is trust (e.g. places of worship, back to school

nights and family resource centers). This may help place youth into programs consistent with their needs and interests. It was also suggested that youth need a sense of belonging which includes program staff who are caring and competent. That may be as important as the program being offered to them. If youth feel valued and engaged, they will likely remain with the program.

b. Partnerships and Connections

Mr. Altman addressed the conversations that were held with this workgroup and asked members if creating an updated directory listing would be helpful in bringing together potential partners such as business associations, schools and employers. Much of the conversation with this workgroup was focused on youth in the juvenile justice system and re-entry. The at-risk youth have the highest degree of obstacles making it harder to serve them. This was followed by discussion regarding the possibility of convening one large body of youth service workers to inter-connect all of the different agencies to foster improved service. A recommendation was made that a central directory be created as a reference tool to include general information as well as best practices and referrals information to other organizations and programs.

c. Sector Strategies & Employer Engagement

Mr. Altman explained that the discussion with this workgroup focused on improving communication between youth, workforce programming & employers; engaging and aligning efforts with Talent Networks; and communicating the competitive opportunities of youth to employers, particularly those involved in the criminal justice system. Much of the conversation was about preparing young people for the ever changing world of technology and how to achieve credentials to earn a higher wage. With the right credentials in technology, a young person could have a pathway to make anywhere from \$50,000 to \$200,000.

It was noted that Mercer County Community College offers a good curriculum in technology.

d. Program Supports

Discussion focused on supporting youth; not only with training and job placement, but also long-term as an additional incentive for employers to hire them. WDBs need to know who the better employers are. One example cited was CVS which offers training at their pharmacy technical schools to youth in entry level positions. Quick Check's Pharmacy offers similar training. Local WDBs should partner with businesses that offer pathways into the future. The WDBs should also educate employers regarding how youth in their respective programs have been trained to have better soft skills than the general population. Local workforce entities should also help employers work with this population by providing continuous training within their employment, as well as offering

mentoring. It was also recommended that local WDBs inform their employers that they will continue to support youth after the hire. It was clarified that WIOA has a minimum of one year of continued support after being hired, but most go beyond that.

e. Program Modeling

The workgroup discussed the importance of understanding youth in terms of self-esteem and aspirations. One representative recommended that workforce professionals could view these issues through a healthcare industry lens. Member discussion focused on how financial incentives may be given to program participants. Finding money in the budget to install a stipend system into local programs is a concern and clarification was asked on the guidelines for receiving stipends. A representative requested documentation on the rules and regulations behind stipends so that they can see how the process may work. Work based learning and experience was another objective that was analyzed closer as they may be an effective way for a young person to be in an engaged environment where they are empowered and may still leave each week with a check to be able to survive in the society.

Next Steps

Representatives discussed development of an action plan regarding what local directors and youth programming staff could do with the information that has been collected thus far and use it towards a stronger sense of direction that may eventually lead to the collection of implications and recommendations for the future.

Mr. Altman briefed the group on the plans for the next meeting to have the attendance of an LWD Talent Networks manager, networks serving youth and a representative of advanced manufacturing.

The meeting adjourned at 11:40.

Next Meeting

Thursday, November 30

10:00 am to 12:00 noon

NJ Department of Labor and Workforce Development Building,

13th Floor Auditorium

1 John Fitch Way, Trenton, NJ