MINUTES

Quarterly WDB Meeting

September 10, 2019
Attendees: Duwan Bogert Executive Director, Beth Marmolejos Chair, Cynthia Miller, Lauren Murphy, Harvey Nutter, Sue Ronga, Davidene Alpart, Gwen Morris, Kristen Holton, Janet Aguilar, Chrystal Cleaves, Mike Shields, Mike Powell, Kathleen Muldoon, Bernadette Tieman, Janet Albrecht, Erica Dawson, John DePalma, Irene Cerna, Nicole Payne, Jamie Dykes, II, Joshua Frazier, Pastor Carolyn McCombs, Jackie Trejos, Yvonne Zuidema, Diane Silber Nagel, Marc Schweitzer, Patrick Glover, Ira Stern, Inge Spungen, Kristine Labita, Oswald Arango, Sikandar Khan, Jawana Hardwich, Colleen Stephens-Porcher, Maribel Fermin, Walter Toombs, Andrea Newton, Jack Cattabiano

Opening & Introductions:
The meeting was called to order at 9:42 a.m.
By Beth Marmolejos Chairperson

Minutes
Minutes from June 11, 2019 were reviewed.
Lauren Murphy, Director of the One-Stop Career Center moved to approve the minutes. Susan Ronga, Program Director of Paterson Adult & Continuing Education second the motion. All were in favor. The motion was carried.

Committee Chairperson(s) Reports
Disability Committee
Beth Marmolejos, Executive Adviser, IT Account
Management of Anthem reported the following:

- Beth apprised the board members of the Dare to Dream Student Leadership Conference which is hosted every year at William Paterson University where the youth with a disability have the opportunity to become a role model for others who are disabled.

- Beth noted the Dare to Dream and the Advocacy & Abilities Committee partnered together for the recognition ceremony where the WDB Advocacy & Abilities Committee recognized an employer, employee and a provider this year. The committee recognized more than one employee the candidate were recognized for being able to sustain a job, the employer who go above and beyond for hiring the disabled individual and the provider for helping to find jobs.

- Beth mentioned as a result of the Dare to Dream the committee and William Paterson University was able to get the Wayne District to sign up their
youth to participate in a transition program after graduating from high school. The youth are trained for employment. During the regular school year the students have a coach, go to different employers and eventually are able to attend William Paterson University. The district is paying and providing transportation. Passaic is currently utilizing the program and the students are able to earn 3 credits or a certificate which can be used for a trade for those students who may not be able to enter into a 2-4 year college.

- Beth extended a thank you to all the partners.
- Beth noted the goal is to extend the program to other districts because it is such an amazing opportunity.

Q&A

**After the youth gets the certificate what happens where do they go?** Beth explained the next step would probably be the One-Stop but they have not gone that far yet. Bernadette noted one of the other components to the program is job shadowing where they get training and the instructor will fill in the job skills but the relationship with the mentor will be one-on-one for a couple of hours.

**Is this only for youth with disabilities?** Beth noted the youth from the Wayne District are disabled but the Passaic youth are not disabled there is a mix population and everyone can participate.

Bernadette noted understanding the specific population that they are talking about where the youth have a difficulty after leaving high school who are not job ready or 4 year college ready and they are sick of high school where all their friends are gone and they feel stifled, William Paterson with this program is trying to break that tie because they are no longer high school student but not ready for the next step. Bringing the youth to the campus gives the youth something else to aspire to and they may not be a college student right away but it opens up the possibility. The program could be replicated in many other locations and it really needs to be well structured.

**Can this program be utilized by the out-of-school youth if they are not ready for college but have completed their program for the transition?** Yes, but they have not reached the point of open enrollment. The school district cohort all the youth arrive together and they know how many to plan for. It is a planned course and able to arrange for the shadowing they have not reached the level where they can open it up for youth to just come up and signup for the program. William Paterson did have a cohort over the summer where the youth were transported.
and they knew how many youth to setup for. Now William Paterson is looking for more of the academic reinforcement. Beth noted as an action item to follow-up on the conversation in regards to the William Paterson University programs.

Faith-Based Committee
Pastor Carolyn McCombs Founder of New Destiny Family Success Center reported the following:

- Pastor Carolyn apprised the board members of the Faith-Based Conference hosted at the One-Stop the theme was "Recovery Café" which was a novel idea and she wanted to acknowledge some of the members that are in the room so that everyone could see the team work. Pastor Carolyn extended a thank you. Pastor Carolyn extended a thank you to Lauren for making space at the One-Stop available.

- Pastor Carolyn noted it was the first time hosting the conference at the One-Stop in partnership with Passaic County Community College where the opening and welcome was given which was a nice transition. There was 191 participants registered many were clients from Drug Court, out-of-school youth age up to seniors as well as people who were ex-offenders.

- Pastor Carolyn noted the One-Stop rooms were converted into a café with the tables it was very intimate and not like entering into a formal setting.

- The conference touched hearts and minds that we cannot imagine. Adrien Byrd from Drug Court sent feedback thanking the committee because it was an opportunity for the people to come in meet face to face with everyone from the Entrepreneur Workshop, Employers Workshop where Amazon was hiring on the spot and testimonials from the panel workshop called "How I Made It Out" where they told their story on what they had to walk through to get the life they are now living which is gainfully employed, living independently and one who now owns his own business.

- Many of the participants walked away with hope 93% of all responses were positive on the survey for example here are some of the comments
  (1.) I can turn over a new leaf (2.) You can Chase your dreams (3.) Stay focused (4.) Was not aware of all these programs (5.) I can get my GED at an adult learning center etc.

Q&A
Will you continue to follow that format?
Pastor Carolyn noted there is a possibility because she thinks the committee touched a chord with some of the
hardest to reach in the community and if they can meet them where they are and invite them to take advantage of all of the services it is a win for everyone.

Healthcare Committee
Gwen Morris, Program Director Urban League of Essex County/Urban Seniors Program reported the following:
- Gwen noted the committee had their first meeting on Tuesday, September 5, 2019 which was a good meeting. Gwen extended a thank you to William Paterson University for hosting the Student Healthcare Career Fair where over 400 students were in attendance.
- Gwen noted the Healthcare Committee discussed pay rates where many students are working in the healthcare fields but not getting paid a good salary. The fact is many of the healthcare students who chose this career do not understand it is hard work and many of the hospitals are becoming conglomerates. Atlantic Health systems such as Care Point and makes it hard to secure a job unless you know someone. Gwen mentioned the goal is to recruit some of the healthcare employers to the committee which will help the healthcare students get connected and open up other avenues.
- Gwen noted Urban League have acquired Clara Maas who is under RWJ Barnabas and she will try to get them to the table who have many hospitals and also invite Hackensack Meridian to the committee meetings as well and moving forward possibly host a healthcare symposium for the students attending college in the healthcare fields who do not understand that it is hard work and not just dirty work but other areas they could work in healthcare. Beth noted she has the experience of her nephew who was hired through one of the WDB Healthcare Career Fairs at William Paterson University and was hired by St. Joseph's Hospital.

Youth & Education Committee
Sue Ronga, Program Director, Paterson Adult & Continuing Education reported the following:
- Sue noted one of the big push is their youth program for Vocational Training and is important for the youth to enter as soon as they graduate because once the youth leaves it is tough to bring them back. Sue mentioned Kristina is doing a great job with their students contacting them and Erica the transition coach is doing a great job.
- Sue noted Youth Corps is trying to push WIOA because high school diploma is no longer enough
so they have to work harder planning and meeting the students’ needs and desires.

- Youth Corps will be hosting Apprenticeship week due to it being cancelled last year because of the snow storm. They will have HVAC, Plumbing, electrical and the Union. It will be hosted at 5 Colt Street in November. Sue asked all to invite youth programs such as St. Paul’s, Harp and the Title II program ages 16 and up many are looking for employment and training programs and some are ESL students from other countries who want to get into the training programs.

**Q&A**

**What defines youth up to what age?** Sue noted any out-of-school youth who may have dropped out ages 16-25, WIOA age 24 who did not graduate or get their high school diploma and getting a GED through the TASK or HiSet exams and must go on to get further training, college and/or a sustainable job.

- Erica mentioned Youth Corps and the committee work with all of the youth programs aside from the apprenticeship which is the key vocal point for the year but notice the retention because they are able to get the jobs but the youth are not able to keep the job so one of the obstacles that they would like to address is substance abuse and mental health.
- Erica noted NJ Youth Corps has the Mental Rise Grant and can talk to youth about some of the obstacles that come along with employment and speak to the whole person and their issues as well as challenges. Youth Corps have their help such as speakers and P-CASA who talks about substance abuse such as marijuana which is a big issue and the goal is to give the youth the tools to be successful with the initiatives they are offering this year.

Beth noted the board members should be so proud of the WDB Committees, all of the committees are out there doing big things and have the right people leading the committees. Beth mentioned the WDB Advocacy & Abilities Committee is trying to put together an internship and asked Mike shields North Jersey Federal Credit Union who is working with students how many are currently in the program. Mike noted there are currently 7 students coming in this semester on an intermittent basis. Beth asked if there is a Bank Association that they can contact or if anyone know of other employers who can help with giving the youth a work experience. Beth will reach out to the Bankers Association and the Credit Union Association.
Greater Alliance. Mike mentioned NJ Federal Credit Union is working with Duwan and the NJ Federal Credit Union can be used as an example of an interactive beneficial program for the NJ Federal Credit Union and the student to see the youth as a success of the program.

Duwan noted the model is so strong and vetting partners that takes time so maybe the committee can write a letter asking for other organizations to come on board. Mike Powell noted there is also the Commission of Banking with the State that could connect the Workforce Development Board with local employers which they may be able to get something from the Commissioner saying come check out this program. Beth noted if Mike have someone the committee could talk with that would be ideal for the youth with disability and also mentioned she have been looking for someone to connect the committee with Game Stop so if anyone can get the connection please report back to the committee or contact her.

One-Stop Operator's Report
Lauren Murphy, Director of the One-Stop Career Center reported the following:

- Lauren wanted to mention the special youth program that was hosted this summer with (53) youth there was (2) who will be starting college. The Grant was $150 thousand dollars and the State was proactive on making sure the One-Stop Career Center did what they were supposed to do which the final activity report is included in the packet.

- Lauren noted every Friday the youth had to be here at the One-Stop Career Center to talk about topics that were important to the youth as well as the One-Stop the topics included Financial Literacy and How to buy a car. (38) of the youth completed the program (5) of the youth are attending schools to obtain their HiSet, (17) of the youth are employed and (3) have started their ITA.

- Davidene noted the difference with this program was a lot of time was devoted to the youth and management was there every Friday. When the youth first came in someone turned to me and stated are these our children? Because they were sitting quietly and engaged. The first day they were off the wall because they were disconnected but just as Pastor Carolyn mentioned with Recovery Café the walls had been broken down
and they were comfortable and now they know what to do because government scares people especially when they have citizenship problems but the one thing that is impressive is what Beth mentioned is that the connection around the table with the different committees and how they are functioning centered around the same intentions.

- Davidene mentioned the One-Stop provided Bus tickets for the youth to get to their locations, they provided detergent so they could wash their clothes which is a big problem for the youth and provided a lot of care and comfort for them where the youth started to mentor each other who left differently than when they walked in which was a wonderful opportunity as a pilot program.

- Lauren noted when the youth came to get their last check she asked the youth the question what they liked about the program and the youth stated the program made them feel as if they belong somewhere.

- Pastor Carolyn noted that the youth are not a number they are an emotional state and when someone is incarcerated at age 18 and not released until they are in their 30s that means they come out almost like that 18 year old so emotionally they may have the chronological age but are not emotionally mature to that level and they cannot assume that they do not need the same programs that the youth need they must figure out how to bridge those gaps.

- Lauren extended a thank you to the One-Stop team and asked Sikandar to talk about what he has been working on with the high schools in Paterson. Sikandar reported the following:
  - The summer program had over (300) youth about 80% of the youth had an IEP/disability or other barrier. Sikandar noted the out-of-school youth were tested to help get them into a trade school.
  - Majority of the youth who graduated from the school system scored below the eighth grade level so the One-Stop Career Center started a new program at Eastside High School called GradPlus that focuses on improving their basic skills so when they
graduate they can take the test to get into a trade school.

✓ The program works with the counselors to identify the students who are at risk of dropping out of school or who may already dropped out to get them into the Passaic County One-Stop Career Center to enroll them into the HiSet program.

✓ Silkandar noted this was one of the obstacles that the One-Stop Career Center had for years so they were able to sit with the guidance counselors yesterday and they are willing to work with the One-Stop to provide the individuals who are dropping out.

✓ Some of the obstacles the One-Stop have observed during the summer program is out of the 300 youth only (4) youth were terminated for behavior. The biggest issue was not the youth but the work sites because they were using the youth as free labor rather than mentoring the youth and helping them to gain experience. Not all the sites were doing that but he was disappointed which is an obstacle the One-Stop is working on.

✓ Another obstacle is over 80% of the youth are disabled and the One-Stop have to refer youth to a proper agency that can help them and one of the referral agencies is DVRS majority of the parents are emailing him or coming to him saying they are not getting any assistance at all. One of the youth who just graduated from Manchester Regional High School who has a disability wants to go to college or a trade school who was referred to DVRS and he came back and said there was nothing they can do for him. This is the information coming from the youth and it gets upsetting and it aggravates him because these are the agencies in place to help the individuals and not to put up road blocks.
Marc Schweitzer of DVRS noted that he will investigate that issue because it should not be that way. Beth noted she will follow-up on the issue, and Duwan asked moving forward when that information is shared with the One-Stop to include he and Beth on the email so they are aware and can follow along as well. Beth noted it would be helpful if the agency can give an overview on how they assist and have a contact in which the youth can be sent to speaking from her own personal experience because when she went into DVRS there was not a clear path. Marc explained there is a lot of information out there and sometimes it is information overload and it is confusing parents do not know who to go to but DVRS will help as much as they can. Beth noted that DVRS is one of the areas the committee would want to leverage because right now they are hurting just to be transparent.

- Lauren reported last Thursday the One-Stop Career Center hosted a Job Fair at the Center City Mall in Paterson for the American Dream initiative for people in Passaic County and (266) people showed up and not sure of how many were hired Maribel is working on that and the American Dream team was happy with the turnout.
- Lauren also mentioned that Straight & Narrow had the fire and she was personally asking for donations to help because there were 48 guys that were displaced and have nothing except what they were wearing on their bodies. If anyone want to donate to contact her.

Q&A

What types of jobs were offered at the Job Fair?
Lauren noted there were Security Guards, 300 Life Guards, Ride Operators, HVAC, Guest Services, Park and Custodial. There will be public transportation the 703 Bus. There will also be an American Dream Job Fair at the Jersey City One-Stop this Friday and there are also IT positions and part time positions as well the flyer will be sent to Cynthia to distribute.

WDB Executive Director’s Report
Duwan extended a thank you to everyone for attending and appreciate all of the members for taking the time out
of their busy schedule to attend the meetings. Duwan reported the following:

- The WDB and the Paterson Fire & Police Department collaborated and hosted the 2nd Annual Job Fair with 300 job seekers and 30 employers attended which was an excellent event while networking and building the relationship with the community as well as the two agencies the Fire and Police Department.
- Duwan extended a thank you to the Passaic County Parole who had some volunteers come to help setup and break down for the Faith-Based Conference.
- Duwan apprised the board members that the modified plan was sent out electronically but have a few copies for anyone who did not get a chance to review. Duwan noted with the new WIOA Act in place it is required to modify the plan with the updated program numbers and brought before the Board. Madam Chairperson will ask for a vote of approval to accept the modifications. The changes were made to pages 23, 66 and 73 of the document. Duwan walked the committee through the changes which were changing 2016-2017 program numbers and WIOA Performance Measures to 2017-2018 and was also shared with the public on the WDB website.

Q&A

What are the ages for the adults this falls into? Is it 18-24? Duwan noted the ages are 18 and up for adults and for the youth measurement ages 14 – 24.

Is there a cut off age on the up? Duwan noted for the adult there is not a cut off age because they are not measuring senior or anything along those lines. The measure is adult, dislocated worker, older youth and younger youth is how the metrics is broken down which can be seen on page 23.

Is there an overlap between the adult & older youth? Duwan noted yes there is an overlap. Davidene noted the adults are serviced with adult dollars there are double services but separate funding sources.
Beth Marmolejos, Madame Chairperson asked for a motion to accept the modifications to the Strategic Plan as stated by Duwan Bogert, Executive Director of WDB. Pastor Carolyn McCombs founder of New Destiny Family Success Center made the motion to accept the modifications of the Strategic Plan. Harvey Nutter, Executive Director of Greater Paterson OIC second the motion. All were in favor. The motion was carried.

Voting Member Roll Call

1. Joshua Frazier
2. Jamie Dyke
3. Lourdes Cortez
4. Diane Silbernagel
5. Harvey Nutter
6. Bernadette Tiernan
7. Gwen Morris
8. Erica Dawson
9. Gwen Morris
10. Marcia McNeel
11. Ira Stern
12. Patrick Glover
13. Walter Toombs
14. Inge Spungen
15. Helene Simms
16. Mike Powell
17. Beth Marmolejos
18. Susan Ronga
19. Carolyn McCombs
20. Mike Shields
21. John DePalma
22. Kate Muldoon
23. Jackie Trejos
24. Mark Schweitler
25. Coleen Stevens-Porcher

Adjournment
Meeting was adjourned at 11:00 a.m.

Next Meeting Scheduled: TBD