

Union County Workforce Development Board
Youth Committee
Administration Building - 4th Floor Large Conference Room
2:00 PM October 29, 2018

Committee Members Present

James Horne, President and CEO United Way of Greater Union County (Chair)
Lisa Hiscano, Union County College
Hawa Bonds, UCNJ
Donald Stewart, Elizabeth Board of Education
Tracy Espiritu, Elizabeth Board of Education
John Markowitz, Elizabeth Board of Education
Meredith Barracato, American Jobs Center
Susana Mateo, Union County College
Sobeida Soto, UWGUC
Talina Knox, UWGUC
Juanita Vargas, UWGUC
Jensine Wright, Plainfield Action Services
Rashara Fuller, Plainfield Action Services
Monique Novdy, ARC
Antoine L. Gayles, Superintendent, Hillside Public Schools
Donna Alexander, ULUC
Ahmed Green, ULUC
Barbara Johnson, HACE
Jeffrey Jackson, American Job Center
Keith Dent, Rising Tide

Staff

Antonio Rivera, Director UCWDB
Lisa Bonanno, Deputy Director UCWDB
Elizabeth Paskewich, UCWDB
Robert Rachlin, UCWDB

Meeting Summary

1. The meeting was called to order at 2:08 PM by Committee Chairman Horne.
2. He announced that a large portion of the meeting would be turned over to Director Rivera to go over the agenda.
3. At that time he asked for everyone in the room to introduce themselves.
4. Director Rivera announced that the agenda is meant to reflect what will be the objectives over the next year.
5. He stated that we are working with the Workforce Innovation and Opportunity Act and need to go over the Federal Regulations. He further stated that we need to have an overview of these rules so that all the partners will be in compliance.

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6. He first cited §679.360 in the code of Federal Regulations. It states the WDB has the authority to establish standing committees. This committee is to focus exclusively on In School and Out of School Youth.
7. He then cited §678.400 which describes the required partners for the AJC under federal law.
8. He then referred to WIOA Act-Section 121 which states the purpose for establishing the One Stop Career Centers, now the AJC.
9. He went on to speak of the fact that performance requirements are mandatory. He then addressed the issue of regulatory requirements as spelled out in the Training and Employment Guidance Letters.
10. Director Rivera then spoke of the purpose of the American Job Centers. Simply put, its purpose is to assist anyone who is looking for a job.
11. Everything that Mr. Rivera discussed may be found in the agenda for the meeting.
12. He then asked Elizabeth Paskewich to discuss details found in TEGL 23-14.
13. Ms. Paskewich spoke of the changes in law when we went from WIA to WIOA. The key change is in funding demographics. Primary funding shifted from ISY to OSY. WIOA created a need for diverse partnerships. There is also a change from 10 to 14 required program elements. There is now an opportunity for students to take advantage of all 14 elements.
14. We now need to establish career goals as opposed to just a current trajectory. There will be increased opportunities to show employers what our youth can do. The partners now have the ability to leverage each other.
15. All of what Ms. Paskewich stated is described in TEGL 23-14.
16. Chairman Horne gave a primer as to how the UWGUC functions in meeting WIOA standards. UWGUC assists in either advancing a client's education or in achieving career goals. Their ultimate goal is to have their services integrate with the other partners. Additionally, UWGUC wants to see that Youth take advantage of what the consortium has to offer. UWGUC will work with all entities that provide services to youth to ensure

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- that they will be successful in giving them the pathways that they require to become successful.
17. Chairman Horne stated that he was excited to have Superintendent Gayle of the Hillside Public Schools in attendance. He is looking forward to working with Superintendent Gayle and the students in Hillside.
 18. Ms. Paskewich then described in greater detail how TEGL 23-14 goes deeper into what the vision for WIOA is and what is expected. She added that the final WIOA Law went into effect in 2016. She spoke in more detail pertaining to what the 14 requirements of WIOA are. She stressed how funding will go into giving youth the ability to acquire work experience. Employers will be paid to provide that work experience. She described all 14 elements of WIOA as well as how crucial the partnerships are for accomplishment. Again, everything Ms. Paskewich discussed may be found in TEGL 23-14.
 19. Finally, Ms. Paskewich suggested going to the NJDOL's website for more in depth information and programming specific to New Jersey.
 20. Director Rivera then described what is found in the WIOA Title I Participant Individual Record Layout for Program Performance- Sub Recipient Program Element Report, copies of which he distributed to the committee. He specifically described the core performance indicators that are required for the 4 Categories of Individuals.
 21. Mr. Jackson addressed the supportive services that are available prior to and after exit. He stressed the certification that is required. He also had a discourse of the core services that must be provided.
 22. Director Rivera then spoke of how a strategy needs to be developed to ensure that there is a career plan going forward. He stressed the need for a holistic approach. He is deeply concerned of participants exiting prematurely as well as the need for an individual service strategy. He also addressed the need for youth to go back to school and acquire credentials. It is imperative to know what the career path will be.
 23. Chairman Horne then discussed what Ms. Paskewich spoke of and how it will impact WIOA. He spoke of what an individual requires to be eligible to receive services. Information must be collected, sent to the AJC, and then a determination will be made. We will determine what category an individual will fit in and what level of services will be available.

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24. He stated that he has been struggling with maximizing the services that are available from those entities that are seated around the table. When we think of all the opportunities that are available, how may we get more youth to avail themselves of them? How may we get more programs certified?
25. Mr. Horne spoke of the need to leverage all the services that are accessible and get them to the eligible youth.
26. There was then a discussion of all the committee members where they described their individual programs. Some spoke of the inability to dispense their services to the youth population. There was unanimity as to the need for the partners to work together.
27. Mr. Rivera again addressed the changes in funding mechanisms. He also discussed the barriers to youth that are listed in the aforementioned TEGL.
28. Some spoke of the fact that individuals may go from provider to provider without success.
29. Dr. Hiscano spoke of the program in operation in the City of Elizabeth and how the students receive a stipend that helps maintain the student's participation in the program. She also discussed when recruiting activity occurs and how the partners should be referring youth to them.
30. There were mentions of the inability to share information among the partners. Director Rivera addressed these issues. He spoke of Cloud Based Software that the WDB is in discussion to acquire. If that occurs these problems will be then be resolved. We will be able to track all the case management and integrate all the program partners so that everyone will have access to the same data. The AJC will have all the data. Confidentiality issues will be addressed.
31. Juanita Vargas spoke to the need for all the partners to collaborate. There are too many instances where those that are in need of services are unaware of their existence. She spoke of UWGUC's programs to make this happen. Director Rivera spoke of how happy this made him.
32. Mr. Horne stated that this was all about helping clients be successful with regards to the issue of performance measures. Pertinent information may be disseminated in different ways. Coenrollment can allow multiple partners to achieve performance measures. There must be a

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performance outcome. Put the client in the middle so that they may be supported across the continuum of services. There can be other entities that will assist you in enabling a client to be successful.

33. It was again stressed by committee members the need to find youth who require services. Director Rivera stated that it doesn't take a lot of money to enroll a client. He also stated that there is an executive order that authorizes school districts to send the WDB a list of students who have dropped out. The purpose of this is to allow us to reach out to those students. Once students are out of the system, it is impossible for us to reach them.
34. We have also partnered with the Union County Vocational School District in the Simon Youth Academy. There will be 25 students in a Jersey Gardens Mall classroom with a targeted curriculum to gain a regular high school graduation certification and hopefully transitioning them into college enrollment at Union County College. They can potentially be co-enrolled at UCC. They won't all go to college. However, they will all gain beneficial credentials that will provide accredited career opportunities. For example, if UCC has a welding program students may participate and embark on a career that offers \$50,000.00 a year to start. He added that this is the type of thinking we must begin to be doing.
35. He added, too often resources do not make it into the community. The piping system that will facilitate that is not yet into place. Over the next 3 to 6 months we hope to develop a plan to make that all work. We can reach out to the One Stop.
36. Mr. Horne asked for those who have not yet spoken to indicate what their impressions are about the challenges and issues as well as any suggestions they might have. Everyone felt that there was a need to get the word out to potential participants as well as the need for everyone to work together. There was a great deal of enthusiasm from the committee as they look ahead.
37. Rebecca Fuller stated that Plainfield Action Services recognize that there is a lack of computer knowledge and literacy. She mentioned that this is where their resources are committed. They are attempting to credential youth in different areas of computer literacy. They have been acquiring clients from Plainfield as well as surrounding areas.

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38. Mr. Rivera noted that there is a One Stop in Plainfield and the Plainfield Public Library is a WDB partner.
39. She mentioned getting clients certified in Cisco Systems was very important.
40. Dr. Hiscano spoke of the fact that Union County College would be administering the program. Mr. Rivera asked how the program would be funded. Dr. Hiscano responded that the funding would come directly from the city of Plainfield. She added that 15 students would be enrolled in a Cisco CCNA Routing and Switching Certificate program. Additionally, at the New Covenant location 24 students will be undertaking the same program.
41. Director Rivera remarked that we need to leverage these services with the One Stop.
42. Chairman Home remarked that this is an excellent example of leveraging resources outside of the grant funding.
43. Ms. Fuller also spoke of the potential for other partnerships involving the Plainfield Public Library. She stated that she wants to see all students succeed.
44. Mr. Rivera asked how much funding is available for all the IT programs.
45. Dr. Hiscano interjected that there is \$400,000.00 available. Plainfield Promise grants money.
46. Ms. Fuller then mentioned that they are in contact with vendors to bring laptops into the Plainfield School System.
47. Donna Alexander mentioned that they will partner with the school district.
48. Mr. Rivera stated that he would like to know what deficiencies exist in serving the clients.
49. Keith Dent mentioned that Rising Tide has a program at the YMCA on Madison Avenue. He stated that the challenge was in getting referrals to youth interested in entrepreneurship. Is there currently a disconnect in communication? Rising Tide Capital has a 12 week program that commences in September and February. He mentioned that the

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program was for 18 thru 24 year olds. Chairman Horne assured him that 18 thru 24 year olds are still considered youth. Mr. Dent stated that while there was only one site currently, the program was previously available in other areas of Union County.

50. Tracy Espiritu spoke of attempts to place students in culinary and IT programs. The Elizabeth School System has many technical education programs. She would like to see services rotated working with finance, engineering, business, nursing, and IT programs. Working with Juanita Vargas, they have identified 3 academies to focus on IT, Finance and Pre-Engineering programs. Local businesses such as restaurants have assisted in placing the students. During the summer some IT students worked on refurbishing laptops.
51. Barbara Johnson spoke of pushing kids through college. There is currently not enough control. How can we better manage the dollars to help the students? There need to be mandatory classes. She feels that the grant is too restrictive. Therefore, they use housing authority funding. They feel they are successful. However, she feels the success is in their head. They connect to their own services. Another problem involves a lack of participation from parents. Ms. Johnson would like to see some grant money available to pay the students. Tutoring is mandatory. HACE is used to running "wild". Staying within the restraints of the grant is too difficult.
52. Mr. Rivera stated unfortunately there are ideological beliefs that people have that may not be in agreement with what institutions have. We have to look at that reality, especially in light of what is happening in the White House. It is imperative that we track success. We are going to see a 5 percent cut in the budget. People of color and in urban areas will be hit the hardest. We have to have quality control. We have to do what we are saying we will do.
53. Ms. Vargas mentioned that it is important for people around the table to share ideas.
54. Ms. Novdy spoke of things that her agency has to do. It would be great if we could share services. We have space available that other agencies may use.
55. Superintendent Gayles stated that he is very excited to participate in the program. He feels that Union County VoTech is a competitor. By

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participating in this program, which will pay students, there is a big incentive for students to stay in the Hillside School District. Hillside loses dollars whenever a student goes to Vo Tech. He is ultimately hopeful of parlaying this into a work study program. Advanced juniors and seniors will attend school for part of the day and work part of the day.

56. Ms. Vargas feels that this is an opportunity to help those students who are struggling.

57. Director Rivera responded that one piece is imperative for everyone to understand. We need to talk about how the grant allows students to be paid for staying in class. There is an opportunity for an apprenticeship. Any idea that you can think of we can support financially and otherwise. You are only limited by your ideas.

58. Chairman Horne remarked that there were all good comments. He then addressed the future meeting dates of the committee. We need to simplify the process and keep the AJC up to date.

59. Meredith Barracato offered any AJC support she could give. She also mentioned that Group I & I was holding a Case Management training session on November 13th at the Elizabeth One Stop.

60. Mr. Jackson also mentioned a state run training session for which a date will be announced.

61. Director Rivera announced that group I & I would be at the next committee meeting.

62. The meeting was adjourned at 3:27.

63. Verbatim dialogue is available through recording.