

**TOWN OF HEMPSTEAD/CITY OF LONG BEACH WORKFORCE DEVELOPMENT
BOARD YOUTH STANDING COMMITTEE MEETING MINUTES**

HEMPTSEADWORKS CAREER CENTER

November 15, 2018

Attendees:

Elizabeth Ajasin, DOOR
Myesha Arvon, Goodwill Industries of Greater New York and Northern New Jersey, Inc.
Diane Bachor, NYU Winthrop
Gregory Becker, Commissioner, DOOR
Sharon Carty-Johnson, EAC Network, Inc.
Sara Griffith, Cerebral Palsy Association of Nassau County
Ana-Maria Hurtado, WDB Director, DOOR
Edward Kenny, DOOR
Yvonne Morrissey, DOOR
Rosa Murciano, New York Community Bancorp
Kurt Rockensies, DOOR
Janelle Sanford, ACCES-VR
Barbara Weissberg, ACCES-VR
Ed Zangrillo, Town of Hempstead Housing Authority

Before commencement of the meeting, Gregory Becker, Commissioner, allowed a moment of silence for the passing of Dr. Richard E. Dibble. Afterwards, he introduced Sara Griffith from the Cerebral Palsy Association of Nassau County as the new Chairperson for the Youth Standing Committee.

I. Welcome and Introductions

Ms Griffith called the meeting to order at 9:35 P.M. At her request, each of the attendees introduced themselves. She then read a letter that had been mailed to members of the Committee and the Workforce Development Board that informed them of the passing of Dr. Dibble.

II. Review of Minutes

Ms. Griffith asked the members to review the minutes from the meeting of May 16, 2018. A motion to approve the minutes was offered by Rosa Murciano, seconded by Ana-Maria Hurtado and accepted by the Committee.

III. Empire State Poverty Reduction Initiative (ESPRI)

Ms. Griffith indicated that in March 2017, the Village of Hempstead Empire State Poverty Reduction (ESPRI) issued a Request for Proposals for Implementation of Phase II of the Village of Hempstead ESPRI 2018-2019. HempsteadWorks was selected to be a part of the ESPRI project and will operate under the Workforce Development Priority area. Yvonne Morrissey explained that the project is funded by the New York Office of Temporary and Disability Assistance (OTDA) through United Way of Long Island. DOOR's project, New Village Pathways, will address the high unemployment and poverty rates in Hempstead Village. The project will serve 200 village residents, and the innovative feature of the services will be to integrate tools developed under the Sector Partnership Grant with the development of Career Portfolios and a My Action Plan. Other awardees will have established a collaborative plan to help Village residents improve their economic conditions. Ms. Morrissey also indicated that DOOR co-sponsored a Job Fair on October 25, 2018 where DOOR and other ESPRI awardees attended to recruit people for their projects.

IV. In-School Youth Programs Report

Ms. Griffith introduced Myesha Arvon, Youth Services Coordinator, who provided a summary of the 2018 Summer Youth Employment Program and the In-School youth program. In the 6-week summer program lasting from July 5 to August 11, 2018, 104 youth participated. 31 were year round participants, and they gained paid work experience at an hourly rate of \$11.00 per hour. After the summer program, youth participants are tracked by their school's coordinators. Ms. Arvon explained that DOOR contracts with several public school districts including Baldwin, Economic Opportunity Commission of Nassau County (EOC), Five Towns Community Center, Hempstead, Roosevelt, Sewanhaka, Uniondale and Cerebral Palsy of Nassau County. Each youth worked as a maintenance worker, an office clerk, or a day camp counselor.

Ms. Arvon added that in order to be eligible for the in-school youth program, youth must be between the ages of 15 and 21 (under WIOA) and up to age 20 (under TANF). They must also be low-income individuals with a barrier to employment.

V. Out-of-School Youth Programs Report

Ms. Arvon also summarized the Out-of-School youth program. So far, there are 59 participants enrolled in the program, and services are contracted to EAC Network, Inc. and Nassau BOCES. Eligible youth are those who are not in school, are between the ages of 18 and 24, and have a barrier to employment. The youth participate in job readiness workshops, assessments, paid internships, and occupational skills training. Interns have been hired by EOC and Harbor Child Care.

Edward Kenny added that members of the Committee should feel free to recommend any internships for participants. Mr. Becker asked how payments works for internships, and Ms. Arvon responded that youth are paid the minimum wage, which will increase to \$12 in December 2018, and they can receive up to \$6 each day in transportation. Out-of-school youth can also participate in On-the-Job Training; DOOR can pay up to half their salary. Ms. Griffith commented that it is a great thing for the youth to get paid while participating in the Out-of-School youth program, and Mr. Becker agreed. The program provides a good exchange between youth and employers.

VI. WIOA Primary Indicators of Performance

Ms. Griffith indicated that under the Workforce Innovation and Opportunity Act (2014), each local workforce development board is held to a standard of performance that reflects the outcomes of participants who receive career services. Elizabeth Ajasin explained the Primary Indicators of Performance:

1. Second Quarter Employment Rate: percentage of exiters who are employed in the 2nd quarter after program exit
2. Fourth Quarter Employment Rate: percentage of exiters who are employed in the 4th quarter after program exit
3. Median Earnings: statistical median earnings of employed youth during the second quarter after exit
4. Credential Attainment: percentage of youth enrolled in an education or training program who attained:
 - a. An industry-recognized postsecondary credential
 - b. A certificate of completion of an apprenticeship
 - c. A certificate approved by the New York State Education Department or another State Agency
 - d. A secondary school diploma or recognized equivalent
5. Measurable Skills Gains: percentage of youth during a program year:
 - a. Are enrolled in an education or training program that leads to a recognized postsecondary credential or are employed, and
 - b. Are achieving measurable skills gains toward such a credential or employment

Barbara Weissberg asked what constitutes as a youth, and Ms. Ajasin responded that youth are participants who are up to age 24. DOOR is currently in the negotiation process that will establish the goals. Mr. Kenny added that establishing these goals is difficult because, as of this date, we had not received a baseline from which to compare them. If an area fails to meet a goal for an indicator three years in a row, the area may be subject to sanctions.

VII. DEI Round 8 – End of Year 1 Report

Ms. Griffith explained that the Disability Employment Initiative (DEI) has reached the end of its first year of performance. Maria Lombardi, the Disability Resource Coordinator, submitted to the state an End of Year One Report that discusses the progress of the project. Ms. Griffith asked Ms. Arvon to summarize the report in Ms. Lombardi's absence. First, Ms. Arvon discussed DEI Activities and Implementation which included youth outreach and enrollment, business engagement, convening of the Pathways to Employment (PTE) workgroup and case management involving the coordination of career pathways services. Then, Ms. Arvon discussed some of the accomplishments to date under the project. So far, participants have benefited from improved career pathways programming and planning, as well as increased career pathways opportunities. In addition, staff and contractors have participated in training sessions, and HempsteadWorks has acquired adaptive equipment and assistive technology that operates more efficiently. Awareness and referrals to the project have also increased. Lastly, Ms. Arvon discussed some of the future plans for the project moving forward, chief of which is to enhance existing career pathways services to customers and to expand career pathways partnerships.

Diane Bachor asked what a reverse career fair is and if employers are given a description of the candidates that will attend. Ms. Arvon responded that in a reverse job fair, youth represent themselves as prospective employers walk among them and talk with youth about their skills and work experience. Employers will get a sense of the candidates that will attend beforehand.

VIII. Old Business/New Business

Mr. Kenny indicated that DOOR is collaborating with the Leadership Training Institute (LTI) on the New York State Department of Labor Opportunities Youth Career Exploration grant project which they were awarded to provide services to high school students. The program will serve 50 youths, and DOOR will provide Career Exploration and Development workshops. Students will also work towards acquiring their National Work Readiness Credential (NWRC), which provides an indicator of an individual's reading, math, communication, and soft skills while in the workplace.

IX. Adjournment

After a motion to adjourn was made by Ms. Murciano, seconded by Mr. Becker, and carried by the Committee, the meeting was adjourned at 10:07 A.M.

Executive Committee

Henry Graber, C.P.A.
Graber & Co.
Chairperson

Alan H. Nachman
Diversified Micro
Systems, Inc.
Vice Chairperson

Mark Goldstein
MG Productions
Corresponding Secretary

Town of Hempstead Workforce Development Board

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LAURA A. GILLEN
Supervisor

Youth Standing Committee

**Pathways to Employment
Workgroup**



Dear Board and Youth Standing Committee Member,

It is with deepest regret that I inform you of the passing of Dr. Richard E. Dibble on Saturday, October 13, 2018. He is survived by his beloved wife, two daughters and five grandchildren.

Dr. Dibble's history with us expands over 40 years. He was dedicated to supporting our mission at HempsteadWorks. Dr. Dibble was an active member of our Workforce Development Board and served as the Chairman for the Youth Standing Committee. When we were experiencing financial hardships, he arranged for New York Institute of Technology faculty and graduate students to provide career workshops to our participants, which eliminated the cost of contracting with workshop facilitators. As Chairman of the Youth Standing Committee, he helped us pioneer youth programs and reveled in the many success stories youth participants shared. Dr. Dibble also never hesitated to provide letters of support and commitment for our grant proposals, as he was confident in our ability to implement programs that are beneficial to the community.

Dr. Richard Dibble was a caring, compassionate person, and he will be greatly missed. Please view his obituary and funeral service details at the link below:

<https://www.donohue-cecere.com/tributes/Richard-Dibble>.

Thank you for your consideration.

Very truly yours,

Ana-Maria Hurtado

cc: Gregory R. Becker, Commissioner