

**TOWN OF HEMPSTEAD/CITY OF LONG BEACH WORKFORCE DEVELOPMENT
BOARD PATHWAYS TO EMPLOYMENT WORKGROUP MEETING MINUTES**

HEMPSTEADWORKS CAREER CENTER

March 3, 2020

Attendees:

Elizabeth Ajasin, DOOR
Myesha Arvon, DOOR
Erica Beckford, Family and Children's Association
Margaret Brustman, Nassau BOCES
Therese Brzezinski, Long Island Center for Independent Living
Sharon Carty-Johnson, EAC Network
Antoinette Edmonston, Career and Employment Options, Inc.
Kerry-Ann Fryne, Long Beach Adult Learning Center
Edward Kenny, DOOR
Joelle Kronberg, Career and Employment Options, Inc.
Maria Lombardi, DOOR
Melissa Matassa, Department of Labor
Yvonne Morrissey, DOOR
Rosa Murciano, New York Community Bank
Gina Reddock, Long Beach Adult Learning Center
Veronica Rose-Craig, ACCES-VR
Sandy Rubin, DOOR

I. Welcome and Introductions

Maria Lombardi, Disability Resource Coordinator, opened the meeting at 11:13 A.M. At her request, each of the attendees introduced themselves.

II. Review of Minutes

Ms. Lombardi allowed a moment for review of the minutes from the DEI Workgroup meeting dated March 5, 2019. She asked if there were any additions or corrections needed to be made to the minutes, and none were offered. A motion to approve the minutes was offered by Veronica Rose-Craig, seconded by Rosa Murciano, and approved by the Workgroup.

III. Disability Employment Initiative (DEI) Round 8 Updates

Ms. Lombardi indicated that the goal of the DEI Round 8 grant project is to improve education and employment options for youth by increasing their participation in

career pathways programs. She gave an update of DEI activities based on her January 2020 DEI monthly report. She spoke about several activities:

- Northwell Health conducted another Path to Inclusion workshop for youth with disabilities who have attended or are currently attending previously completed career pathways training programs.
- We are coordinating with Kathryn Cappella, NYS DAAN, to design and implement a career pathways pilot. The pilot will contain 5-10 youth, their skills training, Integrated Resource Teams (IRTs), obstacles & their solutions, and all other services will be tracked.
- We have set the date for the reverse career fair, an opportunity for youth to showcase their skills and education to attending businesses. Career and Employment Options, Inc. (CEO) and Nassau BOCES are coordinating the event, which will hold on April 28th from 3:30 P.M. to 5:30 P.M.¹.
- CEO is also coordinating the “Closing the Gap” Business Breakfast², an event where business will learn the benefits of hiring individuals with disabilities.

IV. Project Value Report

Edward Kenny explained that in late 2019, the United States Department of Labor (USDOL) conducted an audit of the DEI grant and had selected DOOR for a two-part site review. During the in-person review, the reviewer suggested that we create a project value report that represents in-kind contributions and benefits of the program that are not reflected in the project budget.

Ms. Lombardi gave an example of this added benefit with the Senior Volunteer Program that has donated 12-13 refurbished computers to youth in our Out-of-School youth program. Ms. Rose-Craig asked if the computers have internet access. Sharon Carty-Johnson answered that the program also provides modems so that the computers will have internet access.

V. DEI Round 8 Activity Plan

Ms. Lombardi stated that under the DEI grant, the New York State Department of Labor (NYSDOL) expects deliverables to be achieved. She said that we have developed an Activity Plan that lists these deliverables, their expected outcomes, actions to achieve the outcomes, and each outcome’s status. Elizabeth Ajasin

¹ As of March 19, 2020, due to COVID-19, the reverse career fair is postponed until further notice.

² As of March 3, 2020, Capital One, the host of the event, has determined to cancel all events due to the outbreak of COVID-19. CEO will be in contact with Capital One to set up a later date.

explained that the plan is a working document and is subject to change. She addressed several of the deliverables:

- **Literature and Outreach Events**

Literature creates greater awareness of the grant. Our DEI flyer has been posted on our website, on our Facebook page and throughout the HempsteadWorks career center. We've published the flyer in several newspapers and have distributed them at networking events and to members of our Board, committees, and partner organizations. We continue to disseminate information about the DEI project and are working on ways to track the effectiveness of our outreach efforts.

- **Guideposts for Success**

The guideposts help youth with disabilities make the transition from youth to adulthood, specifically in the areas of school preparation, youth development and leadership, career preparation, connecting activities, and family involvement. We are working with CEO to develop referrals to workshop facilitators that can help youth providers fulfill the fourteen youth elements established by the Workforce Innovation and Opportunity Act (WIOA).

- **Career Pathways maps and profiles**

Career pathways map careers beginning from an entry level position to more advanced positions within an industry. Career pathways tools we use are My Action Plan and Career Portfolio Submission form which were developed under a previous grant. CEO is also developing maps for careers in key industry sectors.

- **Piloting inclusive and accessible career pathways**

In a pilot, youth participants are tracked throughout their time in the program, ensuring that the pathways are inclusive, successes are demonstrated, and strategies are identified for supporting them throughout the process. We are currently identifying the youth that will be included in the pilot.

Afterwards, Antoinette Edmonston distributed career maps she developed for health administration and clinical health occupations. She will develop maps for animal care and for pathways that can begin before youth obtain a high school diploma. Mr. Kenny appreciated CEO for all its work.

Ms. Rose-Craig asked which disability is most common among DOOR out-of-school youth participants. Margaret Brustman answered that most youth participants are on the spectrum or have mental or emotional disturbances. Erica Beckford asked if youth without a documentation of disability can be accepted into the youth program.

Myesha Arvon responded that having a disability is only one of many barriers a youth needs for eligibility in the program.

VI. Pilot and Integrated Resource Team (IRT) Toolkit

One of the DEI grant deliverables is the pilot and IRT. They are designed to enhance services to each individual participant and improve the delivery of services for the program as a whole. An IRT is a network of support groups and organizations that provide workforce development services to youth with disabilities, such as Disability Resource Coordinators, parents, and youth services providers. Ms. Lombardi said that the pilot will go live soon and will be posted on our website. Ms. Rose-Craig asked if youth will have a means to provide feedback, and Ms. Lombardi assented.

VII. Capital One Business Breakfast Networking Event

Ms. Lombardi referenced the flyer for the Capital One Business Breakfast Networking Event, an event coordinated by Career and Employment Options, Inc. (CEO) for businesses throughout Long Island. The breakfast is to be held on March 18 at 8:30 A.M. to 10:30 A.M. Joelle Kronberg explained that the goal of the event is to inform employers, from a human resources perspective, of the benefits of hiring individuals with disabilities. Ms. Kronberg added that she informed businesses who registered for the Business Breakfast about the Reverse Career fair she is coordinating with us to plan. The reverse career fair will be held on April 28 from 3:30 P.M. to 5:30 P.M.

VIII. Long Island Center for Independent Living

Ms. Lombardi invited Therese Brzezinski, Director of Planning and Public Policy, at Long Island Center for Independent Living (LICIL) to speak about LICIL's programs. Ms. Brzezinski explained that LICIL's model is to be the "go-to for all things disability" and to ensure that all center visitors have equal access to daily living essentials, such as healthcare and housing. The center provides direct services to participants and serves as their advocates. Ms. Brzezinski spoke further on the many services available at LICIL, each of which have the purpose of enhancing the quality of life for individuals with disabilities.

IX. Resource Map

Ms. Lombardi explained that NYSDOL requires DEI grantees to create a web-based resource page that serves as an information repository. We had requested that each workgroup member provide information about their organizations, and we developed a resource map. CEO is not developing a more comprehensive list of DEI partner

agencies with a thorough description of services and coordinators' direct contact information.

X. Old/New Business

Several old/new business was discussed:

- Mr. Kenny spoke about the Opioid National Dislocated Grant, a grant aimed to serve dislocated workers affected by the opioid crisis with occupational skills training that will lead to disaster-relief employment. Dislocated workers who indicate that have not been affected by the crisis can only train in occupations involving mental health treatment, addiction treatment and pain management. Many of the grant participants have been enrolled in Credentialed Alcoholism and Substance Abuse Counselor (CASAC) course.
- Ms. Rose-Craig announced ACCES-VR's Transition Fair, which will enable youth to explore alternative options for career pathways.
- Mr. Kenny explained that NYSDOL's preliminary budget for Program Year 2020 shows an 18% decrease in WIOA funds to the Hempstead/Long Beach local workforce development area. The budget also shows a 22% decrease in youth funding. WIOA formula funds are calculated using a variety of factors, such as the unemployment rate and the state of the economy. Mr. Kenny explained that even though the budget will be considerably less next program year, we will manage it in any way we can.

XI. Adjournment

After a motion to adjourn the meeting was offered by Ms. Murciano and accepted by Commissioner Mallette, Ms. Lombardi adjourned the meeting at 12:16 A.M.