



***Joint Newark & Essex County Youth Investment Council Committee***

Thursday, September 17, 2015  
50 S. Clinton Street, Room 5<sup>th</sup> Floor  
2:30 p.m.

**Agenda**

- I. Welcome and Introductions
- II. Approval of Minutes
- III. Business Community Relationships
- IV. Goals/ Looking Ahead
- V. Resources
- VI. Adjournment

Please note: The next scheduled meeting is scheduled for Thursday, November 12, 2015 at 10 a.m.



***Joint Newark & Essex County Workforce Investment Board  
Youth Investment Council Committee Meeting***

Thursday, September 17, 2015  
50 S. Clinton Street, 5<sup>th</sup> Floor Conference Room  
2:30 p.m.

**Meeting Minutes**

**Attendees:**

Mary Alexander, Kelli Bell-Taylor, Apryl Caldwell, Keisha Flemming, Alicia Holman, Davetta Lane, Pamela Ross, Janine Schaeffer, Jeff Shulman, Shelton Thurman, Sonja Williams, Mark Van Kampen

**Welcome & Opening Remarks:  
Apryl Caldwell, Co-Chairperson**

Mrs. Caldwell thanked everyone for being present. After the meeting attendees introduced themselves, Ms. Williams made a motion to approve minutes from the last meeting; Ms. Alexander seconded and the minutes were approved.

**Committee Business**

Mrs. Caldwell told committee members that she discussed the business community relationship with the WIB Directors. Both, Newark and Essex County WIB Directors advised that it would be best to start with our Business and Economic Development Committee. She and Ms. Williams plan to attend the next Joint WIB Business & Economic Development Committee Meeting to have questions addressed and to introduce the National Work Readiness Credential. She then opened the floor up for committee members to chime in on what types of issues should be presented at that meeting. The committee identified that the following issues should be addressed: business attire and work readiness, flexibility in dealing with youth who have barriers, whether there are any special efforts in dealing with youth populations, what kinds of skills businesses seek in youth employees, what is the feeling towards universal work readiness vs. job specific work readiness, whether businesses are willing to provide on the job training or if they prefer that youth come pre-trained, and to identify whether there are any apprenticeship opportunities within the businesses that sit on the Business Committee. Ms. Alexander communicated that the youth program already has a model and she believes that, "Any youth that will be exposed to the business population should be close to a setting that teaches them how to be in that type of environment." Ms. Williams spoke of OTG (On the Ground Fine Dining),

which hosted workshops on work readiness for youth in an effort to help prepare them for employment.

Mr. Thurman suggested that there should be a universal standard for work readiness. He emphasized that there should be a link between what service providers teach and what employers desire in an employee. The committee discussed the stereotype of our youth and how they must be marketed in a way that is appealing to employers. Mr. Thurman spoke of how he preaches to the youth about maintaining self-control so that future participants are afforded the same opportunities as them. Ms. Williams mentioned how in the past, employers/vendors had unfavorable experience when they took a chance on our youth. Unfortunately, these experiences often hinder them from providing opportunities to young people.

Mrs. Caldwell advised that she will be sending out the Federal Work Readiness Credential and Essex County's Work Readiness Credential. She stated that she felt that an apprenticeship is a large commitment to ask of businesses, especially those that are skeptical about hiring our youth. Ms. Alexander suggested that we can find out which businesses offer internships and use them for future reference.

### **Next Steps**

Mrs. Caldwell communicated that youth should be invited to meetings so that they can be a part of the process of providing insight and ideas. Besides the WIOA Regulation Mandate, she stressed that they should be brought into the fold for exposure purposes.

Davetta informed the committee of a pre-employment orientation by Newark Work and NWIB next week that is open to all ages. It targets anyone who is interested in territory sales or account management for Grainger, and industrial supply company. Resume review and interview prep will be conducted at the orientation.

Ms. Williams advised that Newark is in the midst of the RFP process. Participants will be enrolled in various programs and vocational training. She said that youth can be directed to 500 Broad Street to the Newark Youth One stop Career Center.

Mrs. Caldwell stated that the October Work Readiness Class is coming up. The program will cover basic skills attainment, GED training and ITA's. The County is monetarily incentivizing the programs for out-of-school youth.

Mrs. Caldwell asked if there was anything further to discuss. She presented a motion to close the meeting. The meeting was adjourned.