



**Workforce Development Board**  
***Reentry Employment Committee***  
**April 19, 2016 – 9:30 AM**

**Present:** Luis Fernandez, Yvette Molina, Angel Perez, Richard Rodd, Peter Ruffini, Donna Scalia, Carla Cefalo (for Kathy Shaw,) Len Ward, Jim Zullo

**Guests:** Pearl Thompson

**Staff:** Kevin Kurdziel, Melinda Walton

1. **Welcome** and introductions.
2. **Review and Approval of Minutes from March Meeting** The motion was made by Carla Cefalo to accept the minutes of the March 22, 2016 meeting as written and forwarded to the members before the meeting. It was seconded by Jim Zullo. A vote was taken and passed unanimously with one abstention from Angel Perez.
3. **Connection of NJ DOL Talent Works**
  - a. The Talent Networks have been in existence for five years and have just been refunded. They work as partners with the One Stops. Their focus has been changed to work to help recruit and set up relationships with employers and businesses. Each Talent Network hold an industry summit which brings employers together with guest speakers and offers information about their area of employment. We should work on having some representatives from them on this committee.
  - b. Each Talent Development Center is working with a specific college. Middlesex County College is working with Union CC on Supply Chain, Camden CC on Advanced Manufacturing and Rutgers on Health. TLD has a development center, but no college has taken it over yet. IT is with Stockton College but will assist all of the Networks.
4. **Apprenticeship Model/Career Pathways**
  - a. One of the first things we have to do is figure out how to approach employers and sell them on the idea of hiring ex-offenders. There is an emphasis on apprenticeships. Donna Scalia can talk more about the Apprenticeship Programs and whether or not we can establish an apprenticeship program model to use with this population. It was clarified that apprenticeships are not just in building trades and that they can run from one to five years and are created to fulfill the hiring needs of the employers by working on in demand occupations for particular segments. A sample Work Process Schedule created by the Health Care Talent Network was given to each member. A model would work if adapted for each situation and funding would be available. Apprenticeships are investments, not just for short term training. It is a way to advance in a company and is an investment in people. The fact that some salary is paid from the beginning is very helpful. In most cases a high school diploma is required. If an HSE is needed, the One-Stops can help with this and then a person can move on to an apprenticeship. We are in early stages and need to figure out what kind of model we want to utilize.

- b. We need to partner with employers who will train while someone is working. One possibility would be Elijah’s Promise Culinary Program with cook and baker being “apprenticeable” occupations. Working with apprenticeship programs is at the discretion of the employer and even if it won’t work for them, their feedback is important. A person has to “fit” the program, but if an apprenticeship program does not work for someone, as the One Stop we probably have another program that might work. We need to figure out a screening process and alternatives.
  - c. The agencies involved need to work with each other. Len Ward suggested that a good population to start with may be those who are out on bail and not considered “offenders” yet. We could work with the county jail with that population. It would be beneficial to them in the prosecutor’s eyes if they are already involved in a program like this. We could also work with the drug court. Prevention is a public safety issue. Mr. Kurdziel has contacted the Middlesex Regional Chamber of Commerce about employers who might be interested.
  - d. Before the next meeting, a summary of the strategy of a model is needed. Please get any information to Kevin Kurdziel and he will work on a model. It might be a program that could blend the use of funds from different sources.
5. **Feedback from formerly incarcerated** Mr. Kurdziel would like to see a representative on the committee who has been in the system. He knows of someone who was able to turn this negative into a business and will see if he is interested. Angel Perez knows there are parolees in a residential facility In New Brunswick that we could meet with to talk about their experience. We need to include women in the discussions.
6. **New Business**
- a. The Office of Workforce Development is holding a job fair on May 12 at Middlesex County College. We expect to have over 100 employers and service providers represented.
  - b. A handout was given to all present about the Middlesex County THREAD Program being held at the Middlesex County Fire Academy on June 2.
  - c. Len Ward spoke about the “Mountain View Project” graduation taking place at Rutgers next week.
  - d. It was mentioned that the state is in a kind of “holding pattern” because of the changes that will take place in 18 months in the administration.
7. **Adjournment** A motion was made by Jim Zullo to adjourn, seconded by Carla Cefalo and the meeting was adjourned.
8. **Other announcements:**
- a. NJ is doing a roll out of their new Career Connections here on April 27. Staff will be trained on this but it will be more self-service for the clients. It is replacing Jobs4Jersey but On Ramp will remain for now.

Handouts: Work Process Schedule (Community Health Worker)  
 THREAD Program Flyer

**The next meeting of the Reentry Employment Committee will be May 17, 2016 at 9:30 AM.**