Minutes

GSETA Operations Committee

09/06/2022

# Call to Order – Fran Kuhn

1. Fran called the meeting to order at 10:02 am.
2. Please update the distribution list of this meeting to Fran and Kim for additions or deletions to this committee
3. Motion to approve June minutes made by Monica Mulligan. Second was made by Davidene Alpart. Minutes were unanimously approved.

# Ahmad McDougle- NJDOL

1. Keller Williams Bio and Background. They are now moving into the Social Equity realm. They are offering free training programs to move into the real estate career pathway.
2. Miklos Foltiny introduced Petra Dougherty, Wendy Homer, Frank Homer, Ricardo Belgrave.
3. Ricardo Belgrave heads a Keller Williams Real Estate team in South Jersey. He was chosen to participate in the Social Equity Task Force set up by Keller Williams after the death of George Floyd.
4. A short presentation was shown – key slides attached.
5. First step is to identify potential candidates
6. The recruitment for the next cohort for South Jersey begins in November with a planned start date of January 2023. Refer potential recruits to Ricardo and he will take care of the rest.

# Work First NJ – Michelle Lowe (Melissa Moody Maternity Leave) & Ahmad McDougle

1. Importance of engaging the population – first we need to get their attention. There is currently a 6-month pro rata for sanctions and there is temporarily no ability to sanction the TANF population until the system revision is complete. GA population can be sanctioned.
2. Good Cause – Broad definitions when it comes to COVID. The client only needs to mention COVID as proof gets into the medical information.
3. Continue to make a good faith effort to get people into work activities. Should go back to the pre pandemic service provisions and offer work activities.
4. Is there any county that does not have a work activity in place? Everyone on the call has appropriate activities in place.
5. Discussions regarding current activities in Atlantic County and Greater Raritan
6. Atlantic County is marketing – commercials, print media, etc.
7. Monmouth is now in the process of getting media and print campaigns out in September
8. Morris Sussex Warren – geo and social media, print media, outreach at events.
9. The biggest problem is engaging customers in work activities (whether job or training)

# Sarah Singer Quast

1. Transitional Jobs (portion of the Work Based Learning training). TEGL 19-16 and TEN 2-21 for USDOL’s background of transitional jobs.
2. Definition of a Transitional Job (or Work Experience) is when an employer provides temporary employment for candidates who have very limited work experience (for example youth) or other barriers, who could benefit from work experience to build their resumes.
3. Key characteristics of a Transitional Job: temporary period of time, minimum wage requirement, hiring is encouraged but not required, can be a link or step to further employment, private sector version of CWEP
4. An example of Transitional Jobs from Middlesex was given
5. The WDB must put into place a policy for Transitional Jobs prior to using in the local area.
6. Will paid work experiences count toward WFNJ benefits – another question regarding full-time employment – Does not have to be full-time employment.
7. Atlantic County is developing a process now – it will be a wage reimbursement. The whole payroll register will be used. There is no requirement for the employer to match costs.
8. Discussion regarding the payment of wages – subsidized wages
9. What needs to be established in the State policy?
10. Stipends, Reimbursements, Wages, all need to be thought out. Cannot connect people to jobs that effect benefits for a job that is not permanent.
11. Middlesex County is going to roll out a program as subsidized employment, so the customer’s benefits remain intact.
12. Pat Leahey – transitional means “in-between”. Transitional jobs are most successful when they are a part of something else (job readiness program,) in order to support the individual to get comfortable in the job. Target employers who are supportive of the workforce system programs (CBO’s and private sector employers who understand our mission). We need to create an environment that is supportive. It should be a work experience – we are the employer of record. We are not looking for the employer in this realm to be long term.
13. If the program is reimbursing the employer for the wages, the wages are required to report the wages through Social Security etc. and this could bite the customer in the end as it will show as wages. The customer can then collect UI.
14. If at any time you feel the employer is not holding up to their end of the agreement or they are not providing a safe secure environment, they should not be used.

# Adjourn & Next Meeting

* Fran reported out on Greater Raritan’s Laptop Loaner Program – overall it seems to be working well with the Work First NJ program. If you interested in discussing this program reach out to Greater Raritan.

Meeting Adjourned at 11:32 AM. Next Meeting: The next meeting date is November 7, 2022 (no meeting in October due to the GSETA conference).