

CARROLL COUNTY LOCAL MANAGEMENT BOARD FOR CHILDREN, YOUTH AND FAMILIES

January 21, 2020
8:30 am

MINUTES

I. Call to Order

A regular meeting of the Carroll County Local Management Board for Children, Youth and Families was held on January 21, 2020 at 8:30 am at the Department of Citizen Services.

In Attendance

Christina Kuntz (CCPL), Corey Hardinger-Wilt (LMB Manager), Madeline Ryan (CCYSB), Marie Liddick (CCHD/ LBHA), Denise Rickell (BERC), Kathi Green (CCPS), Dave Berry (Dads/Moms Works), Bonnae Meshulam (BGC), Vicky Keller (CCDSS), Amy Jagoda (CCPS), Jennifer Mettrick (Penn-Mar) Liza Frye (CC)

Staff: Claire Payne

Guests: Joyce Agatone (CCYSB), Anissa Magruder (CC) Pat Foley (CC)

Quorum: No

II. Greetings and Introductions: Christina Kuntz, Chair of the Local Management Board, welcomed the group and all participants introduced themselves.

III. Minutes – The September 17, 2019 meeting minutes were approved via email.

IV. Program Presentation-

A. Customized Employment- Jennifer Mettrick, Penn-Mar

- Who are Disconnected Youth?
 - Young adults between the ages of 16-24 that are not working and are no longer in school.
 - Disconnected Youth, particularly those with disabilities, experience significant barriers to employment due to physical limitations, behavioral health issues, social isolation and/or needed daily supervision and support.
- Connecting Disconnected Youth with Customized Employment (CE)
 - Carroll County Youth Services Bureau partnered with Change, Inc. to develop a referral process for the program and to ensure young adults in need had the chance to connect their interests, skills, and talents with employers across Carrol County.
- Why Utilize the Customized Employment model?
 - CE was designed for people experiencing significant barriers to employment.
 - CE is a research-based, intensive, personalized employment process aimed at connecting people's skills, talents, interests, and conditions for success with the needs of employers through negotiation and job carving.
 - CE facilitates people directing their own employment process compared to traditional job development where employment opportunities are obtained for people.
 - CE takes a social capital/networking approach to job development compared to traditional front door approaches of completing resumes and job applications.
 - The CE process leads to fully developed career plans and utilizes firsthand employment experiences and informational interviews to help people find career

paths and employment opportunities that best match their skills and talents as well as their conditions for success.

- CE has been shown to produce high participant satisfaction, achievement of employment goals and higher earning potential. An addition to Access Carroll as a community entity with its own Board
- How Does It Work?

Employment Specialists work 1 to 1 with a disconnected youth to guide them through the CE process, which is designed to take approximately 3 to 6 months.

 - Discovery Process
 - This process includes developing an individualized Discovery profile through home visits, community mapping, network mapping and informational interviews with the disconnected youth and people that know the youth well. The profile will highlight the youth's skills, interests, talents, connections and conditions for employment.
 - Employment Plan
 - An employment plan is then developed with the youth and includes a "List of 20" potential employers connected to a person's skills, talents and interests; timeline for action; support strategies; referral plans, Benefits Analysis, etc.
 - Job Development
 - Based on the information outlined in the Employment Plan, the employment specialist will assist the youth in setting up informational interviews with prospective employers, tours, work trials, etc. the goal of job development is to find a "good match" between the youth and an employer.
 - Negotiating and Securing Employment
 - The employment specialist's job is not complete when a job offer is made, they then assist the youth in negotiating terms of employment, setting up on-the-job supports and establishing a relationship with the employer.
 - On the Job Supports
 - The employment specialist will provide the youth with initial on the job support based on their needs (first week or two). The employment specialist will fade supports based on the needs of the youth and will transfer support to either natural supports (work colleagues) or long term supports (provided by job coaches) as needed.
- What Is Discovery?

Discovery is the critical first step in the Customized Employment process. It guides a person in finding out who they are, what they want to do, and what they have to offer. It is hands on and active way to find out what type of job/career is right for them.

 - In discovery, a person:
 - Explores interests, skills, preferences, employment goals and other topics related to their employment search
 - Creates short & long-term goals and creates a plan to achieve those goals
 - Learns about different types of businesses in the community that align with their interests
 - Identifies the conditions that will help them be successful in their job
- Filling the Gaps Between Policy and Current Funding Realities
 - Current Funding Gaps:
 - Maryland's Developmental Disabilities Administration (DDA)

- Currently Employment services are day rates based on ratios and not on individualized intensive employment supports (new CE aligned employment services are proposed but not yet implemented)
- Youth under 21 are not currently eligible for DDA employment supports (will change to under 18 with the implementation of new DDA employment supports in FY21)
- Maryland's Division of Rehabilitation Services (DORS)
- Services include individualized employment supports but not with the intensity of the Customized Employment model (Discovery is not funded by DORS)
- LMB Funding loses those gaps by providing CE to:
 - Young adults 21-24 years old participating in Change, Inc's DDA funded Day program that are not currently working or enrolled in higher education (until new DDA service descriptions and rates become effective).
 - Young adults 16-24 that have left school and are not working who have significant barriers to employment and may require a higher level of support than offered through DORS or other Workforce Development Centers.

B. Project Connect- Anissa Magruder, Catholic Charities

- Project Connect creates stability in home and school to children who have an incarcerated parent.
- Currently trying to get the word out about the project. Close with the Detention Center and Family Law Center.
- Currently serving 7 families and will continue to follow up with families 6 months after incarceration.
- Through this program Catholic Charities has been able to provide phone cards, stationary, stamps, and transportation.
- Available to children who are newborn-8 years old

C. Suicide Intervention team- Joyce Agatone and Madeline Ryan, CCYSB

- Program Elements
 1. Prevention- CCYSB has developed presentations focused on suicide prevention for youth and is in the process of producing multiple versions to ensure youth of various developmental levels and associations are engaged and affected.
 2. Intervention- "Suicide intervention services" include a range of services that are accessible at varying points of need for youth and their families. This range of services includes providing resources/ direction, consultation, and assessment from a team of licensed therapists.
 3. Advocacy/ Outreach- Integrate and coordinate suicide prevention activities across multiple sectors and settings.
 4. If you are a youth serving/agency program- please consider how this program could be of service to your population, any existing gaps in the community that need support related to youth and suicide/depression, and/or request a presentation. Please contact Rachel Greenberg at rgreenberg@ccysb.org or Joyce Agatone at jagatone@ccysb.org

D. Connecting Youth in Carroll- Tiffany Masimore, CCYSB

- Interns have been a positive influence on the Youth.
- CCYSB took the disconnected youth to Constellation Energy in Baltimore and received a presentation from employees there that lived as a disconnected youth, too.
- It is a long-term investment and is becoming a 2gen strategy.

V. Needs Assessment Review

- Look for final – an email will be sent out for approval.

VI. Funding Strategy for FY 21

- NOFA GOC came out. This year it will all be electronic, and we will be using out GMIS System.
- Not in Carroll Funding- implementing after school programs. Issue is transportation.

VII. Agency Updates

- Bridges out of Poverty, Part 2 will be provided soon.
- Department of Juvenile Justice will be holding a meeting where you'll have 3 minutes to speak.
- MHIC- hosting a marriage and relationship educational classes to help prevent many of the issues discussed at this meeting
- Housing is open until 7 pm on the 2nd Tuesday and Wednesday, and the 4th Tuesday and Wednesday of the month.
- Waitlist for housing vouchers is currently 2-3 years.

Meeting Adjourned at 9:55 am.

**The next general meeting of the LMB will be held on
March 17, 2020 at 8:30 am in the Bollinger Room.**
