

1. **Welcome /Introductions** **5 min**
2. **The NRTC Planning Process**
 - a. Overview NRTC Process

This is a ten-year neighborhood plan to support NRTC (Neighborhood Revitalization Tax Credit) funding applications. We will develop broad achievable community development strategies. We are requesting community input as this is a community driven process. There are 8,000 people in the Rosa Parks neighborhood, with 2,000 households. There's been a 36% increase in population since 2010. African Americans make up largest percentage at 52%, with Hispanics at 45%. Progress So Far

- b. Meeting Goals
3. **Overview of Round Table Discussion Format** **5 min**

This consists of a series of questions. All opinions are important for us to hear. The community understands best what is needed.

4. **Presentation of Employment Data**

Marc Dashield, NJCC: Marc described the data on jobs, employment and community information found on the distributed handout. This handout is found here: <https://www.patersonhabitat.org/s/Jobs-and-Transportation-English.pdf>

The top industries in this neighborhood are healthcare, social assistance, manufacturing and retail trades. At the county level, the top industries are healthcare, social assistance retail trades and educational services.

The largest increase in jobs available is healthcare, food service, waste management and support services. These are growth industries in the area. The industries declining most are management, finance, insurance and educational services.

In the broader market (metropolitan area), –job increases are spread out among a wider base of employers. The largest increases are in construction, accommodations and food services, arts, entertainment and recreation. Public service, education and manufacturing job opportunities have decreased.

5. **Open Discussion 1:** Most residents work outside the neighborhood in the health care industry. How do community members feel about these employment opportunities outside the neighborhood? Are they good, well-paying long-term options? – **10 min**

Community responses:

- It is easier for college-educated individuals to get jobs.
- Many residents work outside of Paterson, in other counties. The pay is better and there are more opportunities.

6. **Roundtable Discussion 1 – Jobs -**

20 min

- a. **Group 1:** When you think of a “good job” – meaning one with decent pay, benefits, time off, security, and respect – what are the types of “good jobs” that Rosa Parks residents tend to have? How do people get these good jobs?
 - i. What can we do to help community members better access these good jobs?
- b. **Group 2:** Are there common jobs that Rosa Parks residents have that you feel are not “good jobs?” What are those jobs? What is lacking about available jobs? How can we improve these jobs?
 - i. What can we do to turn bad jobs into good jobs?

Community responses:

- Those who do not have working papers/legal residency work through temporary staffing agencies. There are pay differences and these jobs are typically short-term. There are also fees deducted for transportation. Staffing agencies and temporary employers take advantage of these people.
- Day laborers are paid much less. There is a pay difference between those who are documented and those that are not.
- There are job opportunities such as truck driving, forklift, and warehouses in Paterson.

- c. **Group 3:** What barriers exist that keep Rosa Parks residents from achieving employment in good jobs or any jobs? What can we do to help people overcome those barriers or remove those barriers?

Community responses:

- High schools should offer skill trainings (i.e. forklifts).
- It is difficult to find a job teaching in at risk populations.
- Mayor’s administration needs to bring in more jobs.

Paterson Habitat Feedback:

- Once the NRTC neighborhood plan is approved, Paterson Habitat for Humanity will reach out to companies it has worked with in the past to solicit their investment in Paterson Habitat’s NRTC funding applications . Habitat has reached out to high schools, churches, etc.
- In the past Paterson Habitat for Humanity had a 10-week construction apprenticeship program with St. Paul Community Development Corporation. Recruitment was difficult and the program fell apart. The program was paying \$100/week, bought boots, but was not enough incentive. It had flaws. The program was for Northside residents but it was not hosted there.

Question: What are the needs (i.e. warehouse training)? We also want to know what the barriers are for the job and going to the training. In many cases, there are numerous factors, where the city can recruit people,

but the NRTC funding may be able to help address barriers to opportunity. So what are these barriers? In our survey, it seemed like people had jobs. but they were not being paid enough.

Community responses:

- Many do not earn enough to live in Paterson. It is very expensive to live in Paterson.
- Union work is better because transportation is provided. Getting those without a car or license to apprenticeship jobs is a problem.
- Major construction projects use union workers.
- It was hard to get a decent job to support our families. Did not have higher educational background.
- There are many who want to learn and improve their earning potential. They do not want to leave Paterson behind.
- There is a need for a community center, somewhere for recreation and development. People need somewhere to feel like they belong and are a part of something. A place to de-stress. A place for creative arts and performances. Not just the outside summer locations.

Question: Question on racial demographics – What challenges do Hispanics encounter when applying for jobs?

Community responses:

- Language is a barrier for some people. They are not able to learn English (time, childcare, etc.), but there have been improvements with signs posted in both English and Spanish. Those who speak English are also learning to communicate in Spanish, which is appreciated.
- Training and transportation are issues. If these things are provided, then the excuses for people to work are removed and they can get motivated to work.

Question: So what can we do to help people access those jobs?

Community responses:

- Get more resources.
- Advertise jobs available.
- Help individuals with resumes, and show them how to upload online at job seeking websites.
- Training for interviews.
- Paterson Task Force-workforce development/provides resources. After the pandemic, it is unclear if they are open or closed. County offices are not always accessible to residents. They need to reopen fully.
- Able to study English at PCCC, but required financial aid. There is a need for free classes that provide training and help people prepare for the interview process when applying for jobs.

Paterson Habitat Feedback:

- Paterson Habitat works with other non-profit organizations to help address the needs of the community.

- There have been issues with re-socialization in the community after the Covid-19 pandemic. We need to find ways to reengage with the community.

7. **Roundtable Report Back and Open Discussion –**

25 min

- Additional prompts: - Thinking about large employers: St Joseph’s Hospital; The City and Public schools what are some ideas on how we might create pathways for community members for employment at these places?
- There are a lot of institutions of higher education close to the neighborhood - The County College, William Paterson University, and Montclair State. How can we better leverage the resources of these institutions to support job training and educational obtainment to benefit the neighborhood

Question: Are there local employers who are good – government, supermarket, board of education?

Community responses:

- It is difficult to get a job in a factory that only has up to 30 workers (small manufacturing companies).
- Maybe we can work with these companies to hire within Paterson. We can be the liaison between the residents and companies.
- Some people get manufacturing jobs through temporary employment agencies, but these are not long term positions. You have to be available and there are no benefits provided.

Question: When you think about employers who are local and offer good jobs – what employers come to mind? Is there access to those jobs? For example, in healthcare, is St Joseph’s Medical Center a source of good accessible jobs?

Community responses:

- It is difficult to get a job inside of Paterson.
- People in Paterson interview for jobs but are not hired within the city.

Question: Something we learned from the Northside is that people were working out of their homes providing health or childcare. Do you see that a lot in the Rosa Parks neighborhood?

Community responses:

- Yes (1 person).

Question: I had conversations with two people in manufacturing who said they got those jobs through agencies. Is there a challenge in getting jobs or a lack of good jobs?

Community responses:

- Staffing agencies do not pay enough and take out money for transportation, in addition to their fees for employment. They do not leave the worker enough to support themselves or their households.
- Councilwoman Cotton has reached out to state legislators to address these temporary employment agency issues.
- There's a bill right now to reform temp agencies. It passed the last session, Governor Murphy vetoed it for some reason. Last week, it was stalled in the Senate. Lobbying would go a long way. If you are bringing someone down below the minimum wage because of some deduction, that is against the law.
- People gather at pickup locations for undocumented labor work that pays cash.
- There are jobs, but not many that improve your standard of living.

Question: What are the roles for the anchor institutions already here? You mentioned a community college, offering a space for community fellowship etc.

Paterson Habitat responses:

- Paterson Habitat for Humanity is part of the Paterson Alliance. We distribute information, but it's often underutilized.
- Non-profits are providing resources in Paterson. We need them to be part of the conversation, to share information about these resources.

8. Presentation Commuter Data

9. Open Discussion 2:

15 min

- a. What is your experience commuting? What are the costs of commuting? What are some of the challenges? Given the cost and challenges, what can be done to alleviate them?

Community responses:

- Potholes need to be fixed. During the winter storms, there are streets through which you cannot drive.
- Buses routes are spotty. There are designated routes, such as Broadway, however, roads like Main St. and Market St. need more bus services.

- Jitney buses caused NJ Transit to lose a lot of money. There were no policies in place to regulate them.
- Councilwoman: for snow removal, the problems are the result of equipment shuts down and the inability to get replacement parts. These replacements parts are stuck at the ports because there are no drivers to deliver them. CDL drivers are needed.
- People do not respect speed limits, potholes that damage cars are not addressed, snow is not cleaned. Other areas in Paterson are maintained, but our area is left behind.
- Cars should be ticketed and/or towed if they are preventing streets from being cleaned.
- Community meetings for November will address public safety and road maintenance.

Community input on engagement:

- People were invited to this meeting, but they were not interested in attending. We need to find out why, and, if they do attend, will they return? They feel like no changes are made when they attend meetings or when police are called due to drug deals.
- Community meetings should be made accessible online. This way, residents can watch it at any time. An email should be available for feedback from the community.
- We must create a community engagement action plan and follow up.
- It is important to establish neighborly relationships in order to look out for one another.
- The initial plan is to go door to door and find out people's concerns. We will collect contact information.
- Some free classes can be implemented to build trust within the community. Reverend Sara Anthony offered the church space.
- Community members and organizations must work together to be able to reach multiple groups.
- Communication is key. The demographics in the neighborhood are changing. ESL classes are important in order to be able to communicate with each other.
- A Neighborhood Watch can and should be formed.

Paterson Habitat Feedback:

- We plan on going door to door to inform people of this program and upcoming meetings and events. We will collect contact information and hear their concerns.

Next meeting:

- Upcoming meetings on November 17th and 19th will be held at Centro Evangelistico Vida Nueva, 153 Hamilton Ave.

10. Closing

5 min

Closed with a prayer to bless our food and community planning efforts.