

# JUDICIARY OPPORTUNITIES FOR BUILDING SUCCESS (JOBS) PROGRAM

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# JOBS Journal

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## FALL 2022 EDITION

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## A Message from Chief Justice Stuart Rabner

**Stuart Rabner**  
Chief Justice  
Supreme Court of New Jersey

Welcome to the first issue of the *JOBS Journal*, a quarterly electronic newsletter that will highlight various aspects of the New Jersey Judiciary's Opportunities for Building Success Program (JOBS).

The JOBS program recognizes that stable, quality employment offers the best chance for individuals to turn their lives around and remain free from addiction.

At a time when employers are struggling to find skilled and reliable workers, the program has helped connect hundreds of probation clients to employment opportunities, job-readiness programming, and training opportunities.

In the *JOBS Journal*, you will find videos and stories about people who have turned their lives around with the help of the program, profiles on non-profit organizations and businesses that have partnered with the Judiciary and offered jobs, and listings of upcoming job fairs.

Thank you for taking the time to read the *JOBS Journal* – and please feel free to share it with employers and anyone else who might be willing to participate and help make the program better.



## JOBS Hero

*A regular feature of each JOBS Journal is highlighting a JOBS Program hero, someone who demonstrates an extraordinary commitment to helping probation clients with employment and training opportunities.*

As Passaic Vicinage Probation Division's employment liaison, Probation Office Monica Alzate has connected with hundreds of companies and convinced them to hire clients. She listens to the needs of clients and explores all services necessary to remove any barriers they face. She has help organize and publicize job fairs and has connected with the One Stop Career Center and the state Department of Labor for job leads.

Monica listens to her client's needs and recognizes the barriers they face. She set up a virtual resume workshop with the One Stop Career Center and arranged for the state Motor Vehicle Commission to assist clients with obtaining identification, an obstacle for those seeking jobs.

Monica also has conducted job readiness presentations for clients with the assistance of Probation Officer Karen Ruggiero. Monica also initiated a community resource fair to meet the needs of clients. The first was held in January 2022 with representatives from domestic violence prevention and mental health programs in attendance. She also is asking local banks to help clients open accounts.



**Monica Alzate**  
Probation Officer  
Passaic Vicinage

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## JOBS Partner Profile - NJ Transit

By: Maurice Hart and Janae Gonzalez  
Office of Probation Services  
Administrative Office of the Courts

The JOBS program has had a business partnership with NJ Transit since 2019. As NJ Transit connects New Jerseyans with employment, it also drives people towards their employment goals. The partnership of NJ Transit and the New Jersey Judiciary has led to the creation of jobs for probation clients across the state as bus drivers, service personnel and cleaners.

More than 60 probation clients from throughout the state attended a virtual job fair hosted by the Judiciary and NJ Transit on Jan. 25, 2022. As employment opportunities at NJ Transit become available, the Judiciary is working with probation clients to ensure that they have an equal opportunity at employment.

The Judiciary and NJ Transit are working on a project to expand bus routes in rural locations across New Jersey where probation clients cannot find reliable transportation to get to work.

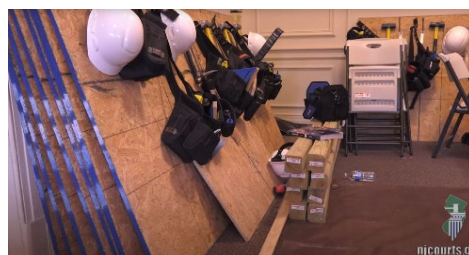
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## JOBS in Action

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[Train-to-Hire Program](#)  
[You-Tube Video](#)



[JOBS Program](#)  
[You-Tube Video](#)

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# VICINAGE EVENTS

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## Atlantic/Cape May

By: Dawn Dougherty

Assistant Chief Probation Officer

A few months ago, Natalie Lugo, a bilingual



## Gloucester

By: Christine Arpino  
Senior Probation Officer

The probation division in Gloucester County has encountered several clients that staff felt were not ready to be referred to an employer because of barriers such as homelessness; lack of identification, benefits or education; addiction or mental illness.

The division has begun referring clients to the Volunteers of America Safe Re-return Tri-County Re-Entry Services Program, which is headquartered in the same Deptford building as probation. Once clients are stable, probation staff refers them to one of the following companies for potential employment: Long Lane Home Services, Swedesboro Liscio's Bakery, and Glassboro NJ Transit.

Staff also has met with representatives from Americold, an Atlanta-based temperature-controlled warehousing and transportation company that has two locations in Gloucester County, regarding job openings and potential partnering with the JOBS program.

The division relies on other partners to connect clients to jobs, including the South Jersey Reentry Coalition, Gloucester County Workforce Development and the Gloucester County Youth Development Committee.

## Monmouth

By: Monique Griffith  
Probation Division

A supervising officer and I completed a job readiness session with a single client on March 11, 2022. It was personable and productive.

We discussed how to conduct herself during an interview, using the STAR method (Situation Task Action Result) to answer questions and to ask questions in the end of the interview.

We covered how to take a moment before responding to a question and providing as much pertinent information as possible. The client requested we give examples of follow-up questions.

We provided her with questions, such as "Please provide me with a more detailed description of the job?" "When are you looking to hire?" and "Will I be working with a team or individually?"

The client also was given advice on how to sell herself at the end of an interview and to express confidence.

The client asked us to help her with her resume, which was five pages long. We helped her consolidate her employment history and suggested she use strong verbs and adjectives when describing her job responsibilities and in her self-description.

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# HELPING CLIENTS

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# Recovery Court Partners with New Jersey Department of Labor for Recovery Specialist Program

By: Marcia Matthews

Statewide Recovery Court Assistant Manager

Office of Probation Services, Administrative Office of the Courts

Recovery court has partnered with the New Jersey Department of Labor's (DOL) Pathways to Recovery program, enabling clients to attain the training and skills needed to work as Certified Peer Recovery Specialists (CPRS).

A CPRS plays a key role for hospitals, as they are often the first person patients see when they wake up in an emergency room after an overdose. Community substance abuse treatment providers rely on the work of the CPRS to lend much needed knowledge of community services that clients in early recovery often need.

The partnership between recovery court and DOC came about through the recovery court judges' keen understanding of the connection between a client's recovery and having stable, accessible employment.

The DOL awarded nine counties a grant for the Pathways to Recovery: Atlantic, Camden, Essex, Hudson, Middlesex, Monmouth, Ocean, Passaic, and Union. The program will provide those recovery court clients who are eligible and interested with an opportunity to enter the field of substance use disorders by beginning the process of becoming a CPRS.

Eligibility for the Pathways to Recovery program requires individuals to have a history of opioid use (or have a friend or family member with a history of opioid use), is temporarily or permanently unemployed or underemployed because of opioids, and lives in one of the nine counties in the program.

Initial referrals into the program will be made by the recovery court probation officers, who will refer their clients to the county-specific provider.

The program will provide the initial 46 hours of training necessary for certification. Additional certification requirements include 500 work hours within two years, 25 hours supervised practicum, two years of abstinence (unverified), and a high school diploma or GED, which could be waived with a supervisor letter.

Requests for proposals have been posted for the remaining 12 counties so that the program will eventually be available statewide.

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## UPCOMING JOBS FAIRS

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### July 2022

**WHEN:**

July 15, 2022 from  
10 a.m. – 1 p.m.

**WHERE:**

Rear parking lot of the  
Bergen Vicinage Probation  
Division Building  
39 Hudson St.  
Hackensack, NJ 07601

[Bergen Vicinage JOBS Program](#)

[Career and Resource Fair Flyer](#)

### August 2022

**WHEN:**

Aug. 5, 2022 from  
9 a.m. – 1 p.m.

**WHERE:**

Essex Vicinage Probation

Division Building

60 Evergreen Pl.

East Orange, NJ 07018



[www.njcourts.gov](http://www.njcourts.gov)

**STUART RABNER**

CHIEF JUSTICE

**GLENN A. GRANT**

ADMINISTRATIVE DIRECTOR OF THE COURTS