



## WORKFORCE DEVELOPMENT BOARD

*Supporting the Development and Retention of a World Class Workforce*

*Robert Weil, Chair*  
*Jeffrey S. Swartz, Executive Director*

### QUARTERLY BOARD OF TRUSTEES MEETING MINUTES, JUNE 27TH, 2018 CAMDEN COUNTY COLLEGE, BLACKWOOD, NJ

#### ATTENDANCE

<b>Board of Trustees</b>		28-Jun-17	27-Sep-17	20-Dec-17	28-Mar-18	27-Jun-18
<b>Weil, Robert (CHAIR)</b>	Conner Strong & Buckelew, Inc.	X	X	X	X	X
Abusi, Patrick	Railroad Construction Co. of South Jersey	X		X		
Arthur, Debra	Camden County Regional Chamber Of Commerce			X	X	
Borden, Donald	Camden County College			X		X
Brahl, Ken	Ratvitz Family Markets, ShopRite	X	X	X	X	X
Bresch, Jim	I.B.E.W. LU 351		X	X		
Campbell, Art	Chamber of Commerce		X			
Connors, Kristi	NJ Department of Labor	X	X	X	X	X
Cooper-Vanderlip, Diana	CPAC	X	X	X	X	X
DeBaere, Gregg	Atlantic Coast Communications	X	X	X	X	X
Deitz, Jeffrey	Division of Vocational Rehabilitation	X	X		X	
Donato, Carl	Wawa Inc.	X			X	X
Figueroa, Victor	Camden County Housing Authority	X			X	X
Fitzgerald, Patricia	Camden County Technical Schools		X	X	X	
Friedman, Joshua	Director, Operator One-Stop Career Center			X	X	X
Godorov, Lori	The Work Group	X			X	
Green, Elizabeth "Beth"	Senior VP HR Cooper Hospital				X	
Janoff, Carla	Careers USA	X				
Kalitan, Marlyn	Kalitan Consulting		X	X	X	X
Kelly, Sandra	SLK Partners			X	X	
Kiselewski, Michael	Painters Local District Council 711					
Maggio, Jim	TFG/Judge Group	X	X	X	X	
Miller, Richard	Capital One Bank					
Mitchell, Wilbert	Respond Inc.					
Potts, John	Graphic Communications					
Riggins, Matthew	Riggins Oil		X			
Rosenberg, Stewart	Artist Point Gift Wrap					
Schiavinato, Robert	Union Organization for Social Services		X			X
Shuttleworth, Patrick	Camden County Improvement Authority	X			X	
Stettler, Mark	T&M Associates			X		
Verney, Matthew	TD Bank	X			X	
Volk, Ann	NJ Department of Education		X	X		
Willmann, Michael	WMSH Marketing Communications	X	X	X		X
Young, Jennifer	Verizon	X	X	X		
<b>Camden County Workforce Development Board Staff</b>		28-Jun	27-Sep	20-Dec	28-Mar-18	
Levitt, Alex	WDB, Administrative Assistant		X	X	X	X
Primas, Theo	WDB, Program Evaluator	X	X	X	X	X
Swartz, Jeffrey	WDB, Executive Director	X	X	X	X	X
Varallo, Kathleen	WDB, Administrative Assistant to the Director	X	X	X	X	X
Williams, Leslie	WDB, Comptroller	X	X	X	X	X

<b>Committee Members</b>		28-Jun	27-Sep	20-Dec	28-Mar-18	27-Jun-18
Abrams, Barbara	Jewish Family and Children Services			X		
Arroya, Rosy	CPAC			X		
Banks, Evangeline	Juvenile Justice Commission					
Bryant, Janice	Camden County One-Stop	X				
Cipolla, Joe	JEVS					
Clark, Jeffrey	Division of Vocational Rehabilitation			X		
Davis, Keith Pastor	Camden Dream Center Technical Training School			X		
DiRenzo, Patti	Camden County One-Stop	X				
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services			X	X	
Friedman, Joshua	Camden County One Stop Resource Center	X	X			X
Goodman, Dave	HACC Youth Build					
Greffrey, Taylor	Camden County One-Stop - Veteran	X				
Kelly, Siobhan	Camden County Technical Schools	X				
Knoff, Dick	Marketing Professional					
Leonetti, Mike	Camden County One-Stop, Job Developer	X		X		X
Lombardo, Rick	Target Stores					
Lope, Krista	DVRS	X			X	
Lucas, Angela	Jewish Employment and Vocational Services					
Maguire, Laurie	Camden County One-Stop, MIS Manager	X	X	X		X
Mayor Thomas Weaver	Clemonton					
McCormick, Carol	Camden County College, Business Services	X	X	X	X	X
McKinney, Denise	Respond Inc.		X	X		X
Meade, Marie	Camden County One-Stop	X				
Nicolasa, Medina	Deputy Director, Board of Social Services	X	X	X	X	x
Newman, Jason	NJDOL, Veteran Services	X		X	X	X
Page-Soncraut, Jeanne	LWD, Business Services			X	X	
Pape, Barbara	Camden County One-Stop, Fiscal Manager	X				
Peterson, Jyi	Camden County One-Stop, Youth Counselor	X		X		
Rhoton, Daniel	Director, Hopeworks	X			X	
Rodgers, Danielle	Camden County One-Stop		X	X	X	
Rojas, Lillian	Camden County Board of Social Services	X	X	X	X	
Sinclair, Nidia	Director, Camden County Career Center	X		X		
Spagnolia, Ann	Camden County College					
Taylor, Geoffry	Camden County One-Stop, Veteran Services	X				
Vasquez, Marisol	Camden County One-Stop, Youth Counselor	X				
Waller, Darchelle	Winslow Township High School		X	X		X
Wardlow-Hurley, Rhonda	HACC Youth Build		X	X	X	
Wilson, Janea	NJDOL, Business Services		X			
<b>Guest:</b>		28-Jun	27-Sep	20-Dec	28-Mar-18	27-Jun-18
Allen, Heather	Health Care Talent Network					
Allen, Mikala	Camden County One-Stop Career Center				X	X
Ayscue, Brian	Camden County One Stop Career Center	X	X		X	x
Bezych, Lou	Cooper Health	X				
Biondi, Ann	Camden County	X				
Burch, Mona	Image and Attitude					X
Candelaria, Heather	NJCBVI			X		
Cass, Holly	County Administration	X				
Cassidy, Kathy	Camden County Technical School				X	X
Covington-Hoess, Christine	CFS				X	
Cerrito, Vincent	RAI					X
Cokquitt, Tammy Dr.	Image and Attitude					X
Curry, William	Camden County One-Stop, EO Officer				X	
Davis, Sunday	Camden County Career Center		X		X	
Demo-Janowiak, Carolyn	Camden County Board of Social Services		X			
Dennis, Deborah	Camden County One Stop Career Center	X				
Doblick, Duke	Literacy Assessment Fund					X
Dombrowski, Joseph	LWD				X	
Donnelly, Besty	Wawa Inc.	X				
Eisenmann, Kevin	Camden County One Stop				X	X
Filipek, Frank	Camden County, Director of Outreach	X		X		
Forman, Stacy	Director, RHT South Talent Network					
Fussell, Imani	Camden County					X
Gatling, Kerri	NJ Dept. of Labor					
Gilani, Raza	America Works of New Jersey, Inc.			X		X
Goodman, Steve	Volunteers of America	X				
Gorrell, Ella	DOL-Camden One-Stop			X		
Guzman, Elizabeth	DVRS					X
Haynes, Lauren	Retail Hospitality and Tourism Talent Network	X				
Hentisz, Christine	Director, Board of Social Services			X		x
Hill, Lauren	Camden County Career Center, Youth Manager				X	
Jeannette, Nancy	Camden County Freeholder Aid	X	X	X		
Jenkins, Sandra	DOLWD	X				
Kaur, Kinder	America Works of New Jersey, Inc.					X
Kinzy, Joann	Camden County College		X			X

Guest:		28-Jun	27-Sep	20-Dec	28-Mar-18	27-Jun-18
LaBant, Alex	LAEDA					
Levitt, Jill	DOLWD				X	X
Martinez, Marilyn, Dr.	Camden County College, Interim Dean		X	X		
McGowan, Patricia	Department of Labor		X			
McGraw, Terry	Public Safety	X				
McKelvey, Chris	LWD		X		X	X
Miles, Barbara	DOL, Employment Services			X	X	
Miller, Howard	NJLWD	X				
Minster, Sr. Donna	Camden County Dept.of Children Services	X				
Nelson, Ieshia	Guest of Success Story					x
Nguyen, Thang	Camden County Board of Social Services			X		
Pacello, Paul	Atlantic Coast Communications	X				
Paffenroth, Laura	Camden County	X				
Perez, Angel	Camden County One Stop			X	X	x
Price, Bob	Johnson & Towers			X		
Randazzo, Deanne	CCBSS		X			
Reyes, Alice	Guest of Success Story					x
Rhodes, Jim	Camden County Deputy Administrator		X			
Rodriguez, Yaneli	Success Story Recipient			X		
Russomanno, Salvatore	Applied Enterprises, LLC					X
Santone, Joe	Camden County College	X	X	X		
Shanker, Jamie	LAEDA	X				
Sinkoff, Irv	Camden County College					
Stephens, Sharon	Camden County Resource Center	X				
Spinelli, Allison	Cumberland,Salem, Cape May WDB	X				
Taguwa, Denise	Department of Labor Workforce		X	X		X
Tenuto, Jackie	Camden County College					
Vaccari, Raymond	Manufacture New Jersey		X	X		x
Veneziani, Jennifer	DVRS, Business Outreach Coordinator		X	X		x
Vesper, Jr., Dominic	Camden County	X				
Venable, Margo	Camden County College		X	X		
Wallace, Jaclyn	Camden County College	X	X			
Williams, Rev. Michael	Abundant Life Fellowship Church	X	X	X	X	x
Williams, Steve	Camden County Finance	X				
Wright, Anna Marie	Camden County Purchasing	X				
Young, Jonathan	Camden County Board of Chosen Freeholders	X	X	X	X	x
Yuen, Paul F.H.	NJLWD				X	

#### CALL TO ORDER:

Chair Robert (Bob) Weil called the meeting to order at 9:25am.

#### WELCOME

WDB Chair Bob Weil welcomed Board members and guests and thanked them for attending the Quarterly Board Meeting.

#### INVOCATION

Rev. Michael G. Williams Sr. from Abundant Life Fellowship Church delivered the invocation. WDB Chair, thanked Rev. Williams for giving the invocation.

#### WELCOME REMARKS

Bob introduced Donald Borden, President, Camden County College, as host of the meeting, to provide welcoming remarks. Donald Borden welcomed attendees. He updated the group on the College's completion of the most arduous run and the most successful middle state's accreditation process the College has ever experienced in its fifty year history. He said this is certainly a validation of our direction, mission and what is in the best interest of our students and the community we serve in the South Jersey and Delaware Valley region

which is a commitment to partnerships with our educational partners and the partners of the Workforce Development Board. We are blessed to do purposeful work. Well over one hundred students graduated this year from programs that are designed to take out of school youth from basic skills to completion of their high school diploma. Tonight we will be celebrating the graduation of our Adult Basic Skills cohort which kicks the doors open to opportunities these students might not have otherwise had. Our whole purpose here at Camden County College is not only focused on students coming to this campus, it is about completion. The question we ask ourselves is how many students finish either a certification program or degree program that leads to a job or an opportunity to transfer to a graduate program that leads to a living wage. That is our primary concern and it fits the changing job market where more and more jobs are certification oriented. Many people say you cannot be all things to all people. He said that he thinks this is the role of a community college. Camden County College is here to serve the needs of everyone educationally whether it be in a trade or whether it be in an associates program that leads to a job or an opportunity to transfer to a four year graduate program, he shares thoughts he often relates to friends and family members. Some successful college experiences end up as a disaster due to the high costs of paying off student loans upwards to \$1500.00 dollars per month. This consideration is something for all of use to think about. What is the education we get worth? Certainly, places like Camden County College are alternatives to that kind of college debt. Collectively we need to be sensitive to and look for ways to solve these issues. He thanked everyone for attending the meeting.

Bob Weil introduced Jonathan Young, Freeholder Liaison, to make additional welcoming remarks.

Freeholder Young's message began with the realization that President Borden's remarks about college debt was a consideration that led him to a career in the trades as a Union Carpenter and that is the upside to this type of career path. He went on to positively report that the unemployment rates in Camden County have dropped to 4.1%. The national average is at 3.8% so Camden County is looking good. He urged the group to keep up the good work of driving those numbers down even further. Freeholder Young said he meets with the Career Center Directors, Nidia Sinclair and Joshua Friedman, once a month to review progress and strategize on ways to improve One-Stop services. He said it is great to see plans and goals discussed at these meeting come to fruition. The staff has been doing a great job and thinking outside the box to make this new era of growth happen.

Freeholder Young said we are accomplishing many good things and creating new positive relationships with One-Stop partners such as Respond Inc. He welcomed representatives from Respond, present at the meeting, and said Respond Inc. is one to the best kept secrets in the City of Camden. They specialize in training for culinary and automotive repair career paths. They are achieving some great placement rates as well. Building this relationship is the result of networking with European Metal Recycling (EMR) who were in need of recruiting individuals with mechanical experience in the dismantling of cars. By connecting the two companies we will be successfully creating a pipeline and new opportunities for Camden County residents. We want to create more opportunities like this so that we can easily pick up the phone when a customer enters the One-Stop seeking services and fulfill their requests. In this way we are achieving our goal which is to serve the customer not just the numbers. We also did a tour of the local United Postal Service (UPS) who are looking to hire 100 individuals over the next year. UPS will be using the employment services of the One-Stop as their hiring mechanism. Many more employers are beginning to rely on these services once a recent press article got word out about the successful recruitments we did for Marshalls when they opened in the local area.

The One-Stop has become a reliable source of hiring that is serving both the employer and the job seeking customer. As an employment specialist, we are saving employers time and money by screening as many as one thousand candidates. The employer is happy to be gaining qualified candidates that they can choose from. Camden County is setting an example that other areas such as Atlantic City are inquiring about. They contacted us to visit and see what we are doing to make a difference.

The work starts in this room and flows out to building relationships and operating as a unified force of improvement for Camden County. Freeholder Young reminded the group that everyone in the room is receiving a weekly or biweekly paycheck. Some of our customers don't and are searching for the path that will lead them to the sustainable living that we may take for granted. Some of our customers are wondering where their next meal is coming from. He challenged the group to make it the mission of the One-Stop Career Center to strive toward moving our customers toward a sustainable wage that affords them a better level of living. Our focus should be on the customer, on understanding how they came through the door, and changing how they leave. He thanked everyone for attending.

## BUSINESS MEETING

### SUNSHINE LAW

Ken Brahl, WDB Literacy Chair read the Sunshine Law. He said that the approval of the meeting minutes of March 28<sup>th</sup>, officer elections and proposed motions would be sent out for an electronic vote to the full board as there was not a quorum of membership in attendance or present at the meeting. He asked that board members respond to the electronic vote no later than Friday, June 29<sup>th</sup>, 2018.

He read aloud, the Sunshine Law, states, In accordance with the Sunshine Law and the public's right to know, we are required to provide adequate advance notice of our meetings. This meeting was advertised on the WDB's website and in the Courier Post Newspaper on June 16<sup>th</sup> 2018. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

## APPROVAL OF MARCH 28<sup>TH</sup>, 2018 MEETING MINUTES & SUMMARY OF MOTIONS

### Motion #1 To approve the Meeting Minutes from March 28, 2018

Wednesday, June 27, 2018

Brought up for a vote by Ken Brahl

A copy of the meeting minutes from March 28, 2018 were sent to the full board for electronic vote.

### Motion #2 To Install Officers for the period of July 1, 2018 to June 30, 2019

Wednesday, June 27, 2018

Brought up for a vote by Ken Brahl

According to the bylaws of the Camden County Workforce Development Board, Article Six, Section Two- election and terms of officers: The officers shall be elected by the Board at its June meeting. The nominating Committee comprised of three trustees, not wishing to serve as officers, present the following slate of names for installation:

Robert Weil, Chair

Matthew Verney, Vice-Chair

Gregg T. DeBaere, Secretary/Treasurer

### Motion #3 To amend the by-laws to add the position of Vice-Chair to all Standing Committees

Wednesday, June 27, 2018

Brought up for a vote by Bob Weil

The Workforce Development Board has 5 permanent standing committees. Each Committee has a Chairperson appointed by the Chair of the Board of Trustees. On May 16, 2018, the Executive Committee passed a motion to officially instate the position of Vice Chair to all standing committees. It was decided that each committee will have a private sector Vice Chair, nominated by the Committee Chair, to serve for a one year term, July 1st through June 30th.

The role of the Vice Chair will be to serve in the absence of the Chair at committee meetings. The Vice chair will attend one Executive Committee meeting per year but will not have a vote at the Executive Committee meeting.

Motion #4 To the amend by-laws to include the completion of the Financial Disclosure Statement by all Board Members per the Local Government Ethics Law

Wednesday, June 27, 2018

*Brought up for a vote by Bob Weil*

The Local Government Ethics Law requires all local government officers to annually file a Financial Disclosure Statement due April 30th of each year to be included in public records.

The Local Government Ethics Law defines a “local government officer” as a member of an independent municipal, county or regional authority.

The members of the Executive Committee have proposed and approved amending the corporate by-laws to include under Article V Board of Trustees, the addition of section 6, The Completion of the Financial Disclosure Statement.

CAMDEN COUNTY ONE-STOP CAREER CENTER, DIRECTOR’S REPORT

Joshua A. Freedman, Local Area Operations Director, Camden County One-Stop Career Center

WIOA Data\*

\*WIOA data reported herein has been compiled as of May 30, 2018 from multiple sources by the MIS Unit and Manager, Laurie Maguire. Additionally, as MIS has advised, this information is based on incomplete data, and of course, our measures are currently being negotiated, so if the negotiated measure falls below 100%, the percent achieved will also be lower.

**WIOA Adult**

- **Employment Rate Q2 – 68.6% of 100% Achieved** (% of participants in unsubsidized employment 2<sup>nd</sup> Q after exit)
  - July 1, 2016 through June 30, 2017
  - Does not include manual or interstate wages
- **Employment Rate Q4 – 67.6% of 100% Achieved** (% of participants in unsubsidized employment 4<sup>th</sup> Q after exit)
  - July 1, 2016 through December 31, 2016
  - Does not include manual or interstate wages
  - Partial Year due to WIOA transition

**WIOA Dislocated Workers**

- **Employment Rate Q2 – 62.9% of 100% Achieved**
  - July 1, 2016 through June 30, 2017
  - Does not include manual or interstate wages
- **Employment Rate Q4 – 66.5% of 100% Achieved**
  - July 1, 2016 through December 31, 2016
  - Does not include manual or interstate wages

- Partial Year due to WIOA transition

### WIOA Youth

- **Employment Rate Q2 – 63.7% of 100% Achieved** (% of Youth participants in education, training or unsubsidized employment 2<sup>nd</sup> Q after exit)
  - July 1, 2016 through June 30, 2017
  - Does not include manual or interstate wages
- **Employment Rate Q4 – 70.4% of 100% Achieved** (% of Youth participants in education, training or unsubsidized employment 4<sup>th</sup> Q after exit)
  - July 1, 2016 through December 31, 2016
  - Does not include manual or interstate wages
  - Partial Year due to WIOA transition

### Local Area Training Data (per Fiscal Unit)

#### YTD RTV Enrollments - July 1, 2017 through June 25, 2018

- 275 ITA enrollments across all funding streams for WIOA & WFNJ (81% of planned 338)
  - Exceeded planned enrollments for DW (103%) and Youth (127%)
  - Total WFNJ training dollars underspent

### NJ Career Connections Data (per NJLWD's Office of Research and Information)

#### Stats through Sunday, June 24, 2018:

Total Job Seeker registrants in OnRamp	499,641
New registrants during the week ending June 24, 2018:	723

#### Total employer OnRamp user accounts:

	23,844
New employer accounts during the week ending June 24, 2018:	62

#### Job Listings:

Total Job Listings within 60 Days in NJ:	195,128
Total Job Listings within 60 days outside NJ, but within 50 miles of State border:	247,993

Camden County's volume of jobseekers using OnRamp is the 3rd highest in the state behind Essex and Middlesex

### Labor Market Information (LMI) Data – Highlights through May 2018, as provided by NJLWD's Division of Workforce Research & Analytics

- NJ Total Jobs Added Since Last Recessionary Low Point (Jan/2011) – **346,000**
- NJ Total Jobs Added Since May 2017 – **57,200**
- NJ Total Industry Sector Jobs Added Since May 2017 – **54,200**
- **Unemployment as of May 2018 – US 3.8% // NJ 4.4% // Camden County 4.4% (8,400 less unemployed statewide)**

Joshua referred attendees to the report as stated above and included in their package. He reported things to keep in mind when viewing the reports such as the performance measures are still being negotiated so if the rate is below 100%, the achievement rate will be under 100% as well. Additionally with regard to Adult and Dislocated worker, the report does not include manually entered or interstate wages. It is currently hard to rely on the data until the State re-organized its method of reporting under the new WIOA guidelines. Hopefully by

the first quarter of 2019 there will be a full year of data to share as well as more real time information that can be confirmed. What has been provided is a taste of the WIOA data that will be becoming clearer as we move into the second half of the program year. Workfirst participation is up and youth services are beginning to show more youth making it to training. He also reported that Camden County is the third largest county with jobseekers signed on to the On-Ramp component of the Career Connections state job services website. The One-Stop Career Center is following the lead of Freeholder Liaison, Jonathan Young which is to put the customers first before the numbers. This is showing positive results. None of the jobs are easy but having the right team can make the job very rewarding. The college's Adult Basic Skills (BS) Graduation as President Borden announced includes 9-10 participants from the One-Stop's Learning Link Program. Joshua complimented Dr. Marilyn Martinez, Interim Dean of the ABS program, who has done a vast amount of work to bring the ABS consortium into more alignment with One-Stop services and we appreciate her efforts. He also said there is a new era of cooperation from the State Department of Labor and other workforce partners such as the Garden State Education and Training Association (GSETA). More work is getting done and funding to requests response have been timelier. This takes a huge amount of pressure and tension off the staff and the ability to attract new vendors. Joshua thanked Theo Primas, WDB Program Evaluator for leading the Request for Proposal (RFP) review team and vendor procurement process. The process was completed ahead of schedule. He also thanked the Business Service team and Employment Services for holding more employer recruitments than the One Stop has ever seen. Wawa will be relying on regional counties to host recruitments.

He asked if there were any questions. Hearing none he introduced and honored the work of Dr. Tammy Colquitt, Founder, and Mona Burch, Executive Director of Image and Attitudes Inc. For several years they have been providing clothing for those in search of a better image and attitude toward their career goals. They also conduct culinary training and are listed on the EPTL. He said we have been working with this organization for 15 years as our clothing assistance provider. While they will continue to providing training and continue as a CWEP site, they will be discontinuing the clothing voucher program. Joshua thanked them for their service and commitment to Camden County residents.

Dr. Tammy Colquitt, Founder made the following statement;

On behalf of Mona Burch, Executive Director of Image and Attitudes, supporter from the start and myself we thank truly you for this acknowledgement and of our community service and partnership with the Camden County Workforce Development Board, the Camden County One-Stop and the Camden County community at large. It was eighteen years ago as of next month in 2000 that she saw a need in the County, while writing my college thesis. It was at that time of researching and writing that I established Image and Attitudes Inc. where we could support individuals who were transitioning from welfare to work by providing them with gently used business attire and facilitate job readiness training. Our team, staff, board members and community volunteers, over the years have worked diligently to create a safe space and personal shopping experience for men and women to fit them with outfits they felt good about wearing as they began their interviewing process and transition to work. It has truly been our honor to support our clients and witness their image/attitudes transform in business attire. Particularly our men, because for many of them this was the very first time they ever saw themselves in a suit, shirt and tie. To witness their expression and their swag as they looked at themselves in the mirror and were liking what they saw. I believe they were seeing a possibility. As the men and women stood at the mirror without judgement, without being reminded of the plight, I believe that even if it was for that moment, they felt and saw possibility. This value was a possibility to get a job, that it was a possibility to not be dependent on welfare, that it was a possibility to not go back into the prison system, a possibility not to be an addict and a possibility not to return to an abusive relationship. They too wanted to be self-sufficient and contribute to the economy and to their community. They too wanted to take care of their children. I believe that they wanted exactly what we all want, to really be able to protect, take care of ourselves and families. In almost every case of our training over seventeen thousand individuals from Camden County, the clients would leave thanking us for the experience of helping them make a good impression, teaching them how to be business like, showing how to conduct themselves in an interview. We were writing resumes and cover letters, giving them computers for their households, providing furniture for their new apartment, creating



a Christmas for their children, and using our corporate relationships to provide employment. We too have hired many of the clients we served. It was actually us who were thankful. Thankful that we were able to help and support someone in need, thankful for the volunteers, corporations, clothing drives from Camden County community and individuals, thankful that our clients trusted us to be a mentor and provide the resource, thankful that you trusted us to be a partner, thankful that we were getting to fulfill our life's purpose and thankful that we were part of a village in a larger community. One of my core beliefs is that if your help and support is truly authentic, without a hidden agenda other than to help someone in need, not only will they be blessed but you will be blessed. We have been blessed, I am blessed. So in closing, we like to say that from day one of opening our doors of Image and Attitudes, we were working to put ourselves out of business and as a community non-profit with a mission, that is exactly what we were commissioned to do. So I like to think we succeeded in fulfilling that purpose. This is not our goodbye, because we will take the time to reassess where we can continue to contribute to human kind so we won't say goodbye, we'll simply say see you later. Thank you.

#### INTRODUCTION OF THE ONE-STOP SUCCESS STORY-NIDIA SINCLAIR, DIRECTOR, CAREER CENTER

Angel Perez is a Camden City native and was educated in the Camden City School System. He continued his education at Camden County College where he earned an Associate degree in Criminal Justice. Afterwards, he enrolled in Rowan University where he earned two undergraduate degrees in Writing Arts and Radio, TV and Film Communications. Angel is currently enrolled at Rutgers University, Camden, Graduate School and is in his last year before earning his Masters in Public Administration with an emphasis on community development.

Angel has had various positions assisting Youth to attain their goals. While employed with the CHAMP/Gear-Up program and Aspira Upward Bound, he worked to counsel Camden City Youth to complete high school and enter post-secondary educational opportunities. Angel was also employed with the Youth Advocacy Program (YAP) where he assisted youth who were involved with the Juvenile Justice System under the auspices of the Juvenile Justice Commission to divert adjudicated youth from the detention and impact negative behaviors to support the building of social, educational and economic futures. He provided counseling services to youth who were receiving foster care and homeless while Southern Region Coordinator of the Youth Advocacy Board at Rutgers-Camden. Under the YAP program, Angel has worked with programs such as Gang Abatement, where he worked to educate and equip youth to avoid gang involvement; Community Reintegration Services (CRIS) and Detention Alternative Plus Program, where he went to court weekly to work with youth referred to YAP to receive mentoring, job search assistance, basic and soft skills and education.

Angel was laid off from his position as Southern Region Coordinator in 6/2017. He began to seek educational assistance at the Camden County One Stop Career Center on 7/25/17 where he attended the Camden County Resource Center WIOA Orientation. He returned to Career Club on 7/6/17 where his Career Plan was approved and he was scheduled for a counseling appointment. On 8/9/17, Angel met with his counselor, Bill Curry. He was eligible for the WIOA program. Angel wanted to receive a Tuition Waiver while attending Rutgers University for Fall 2017. Unfortunately, he was unable to receive the Tuition Waiver because he was already registered for the Fall semester. He registered with Career Connections and added his resume/profile. Bill Curry reviewed his resume and shared it with Resource Center staff as a potential counselor. Bill, called him to come in for a counseling meeting prior to Spring 2018 semester because he was eligible for Tuition Waiver at that time. When asked if he would be interested in a counseling position with the Resource Center, Angel responded "yes" and provided Bill with an updated resume. Angel received his Tuition Waiver on 1/19/18. He submitted his resume for the counseling position and was hired. Angel began his employment with CCRC 2/2018.

Jeff said it is more than appropriate and with great pleasure to name Angel Perez as the WDB Quarterly Board of Trustees Success Story. He presented him with a certificate of accomplishment from the WDB.

## INTRODUCTION OF THE GUEST SPEAKER-BOB WEIL, CHAIR

Dwight W. Threepersons, M.S.Ed., Project Director, Construction & Utilities Talent Development Center at The New Jersey Institute Of Technology.

Dwight Threepersons worked as a journeyman Boilermaker, Shipfitter, Welder and Burner after graduating as a Field Construction Boilermaker Apprentice. He has worked on a variety of construction and utility based work sites including nuclear power projects, field boiler repair, maritime boiler repair, and industrial plant repair.

Dwight recently retired after completing a career as a public school educator teaching Welding and Metal Fabrication and as an administrator.

He founded the Success through Apprenticeship (SVA) program over 30 years ago for the NYCDOE to address the shortage of CTE Teachers in NYC. The program is the most successful CTE Teacher recruitment and training program in the United States, which has trained and placed over 220 CTE Teachers in NYC. He was also Division Supervisor for the Rockland County Board of Cooperative Educational Services in Rockland County NY.

Dwight is a former Trustee with the North Jersey Friendship House, a non-profit rehabilitation center that offers vocational training and employment support for adults with disabilities.

Dwight is a former CASA Advocate who worked as an advocate for children removed from their families because of abuse or neglect.

Dwight attended and graduated from the City College of New York with a BS in Occupational Education and Pace University. Dwight was an adjunct lecturer at the City College of New York for five years, in the Occupational Education Division.

Dwight began by stating that the main reason the Talent Development Center were funded by the State was to provide training grant to employers who want to upscale the skills of their workforce. It is broken down into three areas. The one of which he has had the most experience is with incumbent worker training. The Construction & Utilities Talent Development Center have a couple of different partnerships that are being developed with PSEG, New Jersey American Water and those types of utility groups. The New Jersey Institute of Technology is also currently working on a Bachelor of Science course in Engineering Technology and Construction Management. These courses will be offered to incumbent workers who want to make a change. What is exciting about the center is that the funding can be used to create a variety of training program that answer the growing need to skilled executives in the trades.

Funding for training programs for dislocated and disadvantaged workers is substantial. There are great opportunities for the One-Stop to have referrals and training grants for those individuals who can be made aware of career paths in the trades. It is extremely important for the One-Stop Career Center to become engaged with the Talent Development Centers. Dwight said he is responsible for the entire state of New Jersey in the area of construction and utilities and will make himself available to work with Camden County to further develop these career pathways. He gave the example of working with a Carpenters Union in Central New Jersey on a program called the "Sisters and the Brotherhood" to take dislocated and disadvantaged worker and give them new opportunities through a pre-apprenticeship model. Once participant graduate from the program they will be given credit for having the time in to elevate them to second year apprentice status which will qualify them a higher rate of pay once hired. There are a substantial amount of women participating in the group. He said another area of development is in the field of project management. These skills were often traditionally learned by working on the job but can be taught in an accelerated course that prepares participants to manage construction sites, read blue prints, and understand building codes, skills that might

otherwise take years to develop without the training. Once these certification programs are developed they may be used at models for training in other areas and will open up opportunities for individuals anywhere in the Country. He closed by offering his contact information to any attendee at the meeting who wanted more information or so that he could listen to ideas. He presented fact sheets about the programs to attendees and would make them available digitally as well.

Jeffrey Swartz, WDB Executive Director, reported on a regional Atlantic City Electric Training Initiative. Atlantic City Electric awarded a grant to the Workforce Development Boards of Camden, Gloucester, Atlantic and Cumberland/Salem/Cape May to teach specific programs that would prepare participants for career paths in the Utilities Industry. The current workforce in this industry is aging out. While Atlantic City Electric is not guaranteeing jobs as a result of this training, they are intending to diversify their workforce as jobs do become available. The three programs the WDB is contracted to implement are Women in Sustainable Energy (WISE), and a Get Into Energy (GIE) Math Remediation. This program prepares participants for a test and certification that is a requirement of positions in the energy field. The Line Program will be taught in Atlantic and Camden County. Candidates for the programs will need to understand the pre-requisite math knowledge level of the courses so we will be conducting information sessions and screening for the programs. Jeff said that there will be a formal public launch of the program once the venues and logistics are worked out.

#### ADJOURNMENT

A Motion to adjourn the meeting was made by Ken Brahl; Marlyn Kalitan seconded the motion. Motion carried. The meeting was adjourned at 11:25A.M.

#### **MISSION STATEMENT**

*To create the BEST customer driven delivery system for employment, training and education-related programs and services by providing strategic management, planning, implementation and evaluation in order to enhance the regions long term economic success for all citizens and organizations.*

- *To provide leadership in all workforce issues.*
- *To provide a holistic delivery of services.*
- *To continually improve the quality of services for all customers.*
- *To empower customers to make informed choices and take control of their careers.*
- *To provide and guarantee universal access to employment opportunities.*
- *To provide quality workers for all of the regions employers.*
- *To create partnerships and collaboration in the government, private and non- profit stakeholders.*

**Submitted by Kathleen Varallo, WDB Administrative Assistant**