

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

ABILITIES COMMITTEE MINUTES

TUESDAY, JANUARY 14, 2020 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		26-Feb-19	20-Mar-19	23-Apr-19	5-May-19	11-Jun-19	9-Jul-19	27-Aug-19	17-Sep-19	8-Oct-19	26-Nov-19	14-Jan-20
Maggioncalda, Jim CHAIR	TFG Management Services	X	X	X	X	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ						X	X				
Cirii, Frank	Camden County One Stop	X	X		X		X	X		X	X	X
Deitz, Jeffery	Division of Vocational Rehabilitation Services											
Donato, Carl	Wawa	X		X	X	X		X	X	X		X
Forman, Lois	Bancroft		X	X	X	X		X			X	X
Hale, Dawn	The Arc of Camden County		X			X	X		X			X
Lucas, Angela	Hireability	X	X		X			X	X	X		
McClintock, Monica	Independent									X	X	
Taguwa, Denise	LWD-WDB Coord + Support								X		X	
Veneziani, Jennifer	DVRS											
Swartz, Jeffrey S.	WDB Executive Director	X	X	X	X		X			X	X	X
Varallo Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X	X	X	X	X

WELCOME

Jim Maggioncalda, Abilities Chair, welcomed attendees. Carl Donato, Wawa, phoned into the meeting. He wished everyone a Happy New Year. He asked the committee to give input to setting goals for the upcoming year 2020.

GOALS 2020

Jim thanked the committee for their ideas, input and teamwork in helping to plan of the October event. He felt it was very successful. He said that one of the goals for 2020 will be to continue to grow the Workplace Inclusion event and to improve the format and speakers. He asked the committee for ideas. Carl Donato said he made notes from his committee update presentation at the WDB Quarterly Board of Trustees Meeting in September. He noticed that the other committees seemed to be doing some community outreach. He thought it might be a good idea for the Abilities Committee to do the same. His thought was to look at opportunities to get out into the community for one or more of our meetings whether it's at a business meeting or presentation at another event. In other words, getting out of the Cherry Hill office with a purpose. Kathleen Varallo, Administrative Assistant, WDB, said the committee previously talked about presenting at a Tri-State SHRM meeting. Jeffrey Swartz, Executive Director, said that would be a good opportunity since they also have a committee devoted to workforce development. Jim said the organization has two committees, one devoted to diversity and inclusion and the other to workforce readiness. They typically look for sponsorship of their meetings in order to make a presentation. He said those two committees are trying to get some things accomplished but it might be a good opportunity to help them along by joining their efforts. He also said that meeting sponsors typically get to make a short presentation and then the group goes on the dinner. SHRM hosts a regular monthly dinner meeting and one annual breakfast meeting. He will look into the cost of sponsorship or perhaps an opportunity to speak without the cost of sponsorship. Jeff said that it might be a better idea to meet with one of the two committees first to get a sense of what they do and then look to speak before the whole group. We could present information about what Workforce Development Boards do and how the two organizations can work together. He would rely on Jim and others who are members of SHRM to make the introduction and see if they would be receptive to our joining one of their committee meetings.

Lois Forman, Bancroft, said she and Angel Lucas, JEVS HireAbility joined SHRM at the same time for a year. They attended some meetings and even one with a presentation about diversity and inclusion. They engaged in some networking as well. She thought it seemed to be a good idea to engage in a committee setting. The Committee discussed the possible networking opportunities with SHRM. All agreed the organization is focused on concerns specifically related to Human Resource Management and any presentation the WDB would make should be tailored to their everyday solutions. Jeff suggested the committee investigate the connection between WDB members who are also members of SHRM. We can bring a different message that is not looking for business. The WDB message would be more of bringing assistance to them in their hiring needs. Our “ask” would be to assist these Human Resource Professionals in attracting and obtaining a quality inclusive workforce.

Lois said she is in favor of looking for additional opportunities for outreach. Maybe we approach some companies directly to speak about the able untapped labor pool. Carl said that the committee could conduct an event at a library for parents of and individuals with abilities to offer the work of the committee, services and how the WDB represents their needs. Kathleen said that she has noticed that much of the Camden County population is not aware that a DVRS office event exists as a partner agency at our One-Stop Career Center. She felt the committee could focus on more opportunities to create awareness about DVRS services. They are not funded to do their own promotions. She read an insert to the Operations Committee Minutes, description of DVRS as follows;

The Division of Vocational Rehabilitation Services (DVRS) provides counseling, training, education, transportation, job placement, assistive technology and other support services to people with disabilities. (Follow the link for more information)
<https://www.ncdhhs.gov/divisions/dvrs>

She said that since the minutes are posted to our website, she keeps the description of partner agencies on each set of minutes so that the public reading the minutes will always understand what the agency does or is about. Frank Ciri, Local Area Operation Director, said that most people who need the services do know the agency exists but employers may not know they exist. It might be a speaking topic for next year’s workshop event. Jeff said he would like to make it a goal of the committee to get more private sector employers interested in the work of the committee. Those that might have had experience with DVRS and WDB services. Employers that are having good experience with hiring individuals with abilities like Dan Farber, Brite Lights. He is very busy but has supported the work of the committee. Maybe the committee sets a goal of attracting two more private sector employers. Frank said they are the best advertisement. Jeff said that Carl and Wawa are a great example of success in inclusive hiring practices. Carl thanked the committee for the compliment. Dawn Hale, Arc of Camden County, said that she would reach out to HMSHost. She has developed a good relationship with them. They are an American highway and airport food-service company. Jeff said it’s great to have personal contacts who have a passion for what we do.

Kathleen brought up an idea proposed by Lois Forman, Bancroft. Lois said she is definitely seeing more of the aging population so addressing topics regarding senior employment might be very important goal to pursue. Bancroft has a number of clients that have a disability and are aging, 55 or older and are also looking for employment. Jim said the committee could focus more

on topics of Post-Traumatic Stress Disorder. Jim said he felt, in general, employers may not understand the disorder and how to work with this population. Carl said he helped plan a presentation as a part of the Greater Philadelphia Veterans Network specifically about PTSD. There was a guest speaker and a panel discussion featuring Veterans who are in the workplace with PTSD. They really shared their stories. It was a phenomenal presentation. Carl said he left with tears in his eyes and a greater appreciation for Veterans and what they go through. He said there are millions of Americans who may be suffering with PTSD for more reasons than most people tend to comprehend. Carl also said he serves on the employer's council of that organization so if the committee decides to choose the topic of PTSD, he could make a contact to repeat that type of format locally. Jim said that Bancroft may also have someone to speak on the subject. Lois agreed. She also said there are many webinars done on the subject.

Kathleen presented the latest One-Stop Work Flow report. Frank said the work flow report is generated as a result of the electronic intake or check-in form, implemented at the One-Stop. Customers are directed to computer stations to fill out the brief survey so the front desk can understand their needs and direct them to the right service. The form also tracks such information as mode of transportation and the zip code a customer is traveling from. There are eight computers, stationed near the entrance, programed with the online orientation-intake survey form.

Jeff said for the first time, we are now able to track our level of service. The report shows where our customers are coming from and what services they are looking for. It also now shows just how many people we are serving even though the amount of customers cannot be reported in our performance. The report also shows the One-Stop is now serving more customers from the southern part of the county. Frank said staff and counselors are being trained to understand the work of each partner so they can now refer customers while they are in the building to different services in a seamless way. Now we can track that information as well. In the other facility, customers entered different doors and there was no way to track the information. The Committee reviewed and discussed the work flow report.

Kathleen also suggested the committee could do more to promote the DVRS Summer Youth Employment Program. Jennifer Veneziani, Program Planning and Development Specialist, NJ Division of Vocational Rehabilitation Services (DVRS) will have more information about this program as the season approaches

Jim touched on the idea of a newsletter or continuing communication with event participants. He said that the committee would need to share articles and contributions. Kathleen said she would definitely need contributions from the committee regarding content for a newsletter. Jim suggested sending an email to the committee and board asking for content contributions Lois said that Jennifer started very good Facebook page called the South Jersey Inclusive Hiring Collaborative for the Uniquely Abled. There is lots of good information posted on that page.

Jim thanked everyone again for their input and summarized the 2020 goals of the Abilities Committee as follows:

- More outreach in the community-possible presentations
- Joint committee meeting with SHRM

- Promote the services of DVRS
- Promote the DVRS Summer Youth Employment Program
- Improve and expand Workplace Inclusion Event
- Attract more private sector employer participation in committee efforts
- Quarterly newsletter or communication with event participants
- Expand topics to include Aging workforce, Veterans and subjects of disabilities including aging or senior employment and PTSD

Jim asked the committee about changing the meeting dates to the second Thursday of the month. All agreed to be available for the change. Kathleen will have Alex send out a calendar invite and adjusted meeting schedule.

NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, February 13, 2020 at 8:30am at the WDB office, 1111 Marlark Road, Suite 101, Cherry Hill, NJ 08003.

Submitted by

Kathleen Varallo

Administrative Assistant