



**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  
DECEMBER 16, 2020  
CAMDEN COUNTY WORKFORCE DEVELOPMENT BOARD**

		18-Dec-19	24-Jun-20	23-Sep-20	16-Dec-20
<b>Board of Trustees</b>					
<b>Weil, Robert (CHAIR)</b>	Comner Strong & Buckelew, Inc.	X	X	X	X
Abusi, Patrick	Railroad Construction Co. of South Jersey		X	X	
Arthur, Debra	Dewberry Engineers	X	X	X	X
Borden, Donald	Camden County College				X
Brahl, Ken	Ratvitz Family Markets, ShopRite	X		X	X
Bresch, Jim	I.B.E.W. LU 351	X			X
Cirii, Frank	Local Area Operation Director, CCOS	X	X	X	X
Connors, Kristi	NJ Department of Labor	X	X	X	X
Cooper-Vanderlip, Diana	CPAC	X	X	X	X
DeBaere, Gregg	Atlantic Coast Communications	X	X	X	X
Deitz, Jeffrey	Division of Vocational Rehabilitation		X	X	
Donato, Carl	Wawa Inc.	X	X		X
Doran, Ryan	IBEW Local 351		X		X
Figueroa, Victor	Housing Authority of the City of Camden	X	X	X	X
Fitzgerald, Patricia	Camden County Technical Schools	X	X	X	X
Godofsky, Mark	Surety Title		X	X	X
Godorov, Lori	The Work Group			X	X
Green, Elizabeth "Beth"	Senior VP HR Cooper Hospital			X	
Heintisz, Christine	Board of Social Services		X	X	X
Janoff, Carla	Careers USA				
Kalitan, Marlyn	Kalitan Consulting	X	X	X	X
Kelly, Sandra	SLK Partners		X		
Kiselewski, Michael	Painters Local District Council 711				
Maggioncald, Jim	TFG Management Group	X	X		
Martinez, Rosa N.	WWHS/Veterans Memorial Family School	X			X
Miller, Richard	Capital One Bank		X	X	X
Mitchell, Wilbert	Respond Inc.		X		
Pugh-Bassett, Lovell	Camden County Office of Education		X		
Regensburger, Robert C.	Lockheed Martin	X	X	X	X
Riggins, Matthew	Riggins Oil			X	
Schiavinato, Robert	Union Organization for Social Services	X			
Shuttleworth, Patrick	Camden County Improvement Authority				
Verney, Matthew	OceanFirst Bank	X	X	X	X
Willmann, Michael	WMSH Marketing Communications	X	X	X	X
Young, Jennifer	Verizon				X
<b>Camden County Workforce Development Board Staff</b>		18-Dec-19	24-Jun-20	23-Sep-20	16-Dec-20
Levitt, Alex	WDB, Administrative Assistant	X	X	X	X
Primas, Theo	WDB, Program Evaluator	X	X	X	X
Swartz, Jeffrey	WDB, Executive Director	X	X	X	X
Varallo, Kathleen	WDB, Administrative Assistant to the Director	X	X	X	X
Williams, Leslie	WDB, Comptroller	X	X	X	

		18-Dec-19	24-Jun-20	23-Sep-20	16-Dec-20
<b>Committee Members</b>					
Banks, Evangeline	Juvenile Justice Commission	X	X	X	X
Barclay, Arthur	Camden County One-Stop	X			
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services	X		X	X
Lucas, Angela	Jewish Employment and Vocational Services				
Maguire, Laurie	Camden County One-Stop, MIS Manager				
McCormick, Carol	Camden County College, Business Services	X		X	
Page-Soncrant, Jeanne	LWD, Business Services		X	X	X
Pape, Barbara	Camden County One-Stop, Fiscal Manager				
Peterson, Jyi	Camden County One-Stop, Youth Counselor			X	
Sinclair, Nidia	Director, Camden County Career Center		X		
Waller, Darchelle	Winslow Township High School	X	X		X
Wardlow-Hurley, Rhonda	HACC Youth Build		X		
<b>Guest:</b>		18-Dec-19	24-Jun-20	23-Sep-20	16-Dec-20
Abdill, Suzanne	Department of Education			X	X
Ayscue, Brian	Camden County One Stop Career Center	x	X	x	X
Bennett, Ryan	Truist Bank				X
Biles, Shaniqua	CFP	X			
Brand, Tina	DVR- Camden	X			
Brown, Tiffany	Camden County Board of Social Services	X			
Davis, Pastor Keith	Camden Dream Academy			X	
Eisenmann, Kevin	Camden County One Stop	X		X	X
Ellison, Alexis	Community Options				
Fetty, Brett	Camden County Technical Schools				X
Ford, Leslie	Camden County Board of Social Services	X			
Fussell, Imani	Camden County	X			X
Guzman, Elizabeth	DVRS	X			
Hanna, Kaina	Camden County College			X	X
Harrison, Kat	LAEDA	X			
Hill, Lauren	Camden County Career Center, Youth Manager		X	x	X
Iannucci, Susan	Camden County College	x		x	X
Jones-Benjamin, Michaela	Camden County Board of Social Services	x			
Kilson, Yvonne	Camden County College	X			
Klinges, Kerri	Delaware Valley Regional Planning	X			
<b>Guest:</b>		18-Dec-19	24-Jun-20	23-Sep-20	16-Dec-20
Lambo, Raymond	LAEDA	X			
Leonetti, Mike	DMV	X			
McFarland, Salama	Camden County BSS	X	X	X	X
McKelvey, Chris	NJ Dept. Labor and Workforce Development		X		
McLaughlin, Margie	Salvation Army/ Camden KROC Center			X	
Mendez, Kelly	Camden County Board of Social Services	X			X
Powell, Jamila	LAEDA	x			
Quattrone, Cathy	Camden County Technical School	x			
Robinson, Terrenny	NJ Industry Partnerships	X	X	X	X
Russomanno, Salvatore	Applied Enterprises, LLC	X			
Sayles, Keith	Camden County College	X			
Scalia, Donna	USDOL - Apprenticeship	X			
Shaffer, Derena	Camden County College	X			
Snyder, Billy	Pennsauken Public Schools	X			
Taguwa, Denise	Department of Labor Workforce	X			
Veneziani, Jennifer	DVRS, Business Outreach Coordinator	x	X		
Venable, Margo	Camden County College	x		x	
Waravitz, Shari	Camden County Board of Social Services	x			
Williams, Rev. Michael	Abundant Life Fellowship Church	x		x	
Young, Jonathan	Camden County Board of Chosen Freeholders	x	X		X

## MEETING MINUTES

Due to the New Jersey State of Emergency and COVID 19 response efforts, it was the decision of the WDB and Robert (Bob) Weil, WDB Chair, to cancel the regular in-person Board of Trustees Meeting and convene a virtual meeting via Zoom Conferencing. Alex Levitt, Administrative Assistant, WDB, made a roll call and

attendance was recorded as shown above. He confirmed a quorum of board members in attendance for the purposes of voting and asked guests to type their name in the chat section to confirm their attendance. Email notices and meeting materials were sent to all board members on Monday, December 14, 2020. Meeting materials included Agenda, Minutes-Meeting September 23<sup>rd</sup>, 2020-2021 Master Budget, and the WDB Annual Report.

Bob Weil, WDB Chair, called the meeting to order at 8:35am, and welcomed attendees. He led attendees in a recitation of the Pledge of Allegiance.

Bob Weil introduced Matt Verney, Vice Chair, WDB, to conduct the business portion of the Board of Trustees Meeting. Matt read the following:

## **BUSINESS MEETING**

### *SUNSHINE LAW*

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 on December 2, 2020. Therefore, the public is welcomed to witness the process by which governmental decisions are made and see democracy in action.

### *APPROVAL OF SEPTEMBER 23, 2020 MEETING MINUTES*

A digital copy of the minutes from the last Quarterly Meeting of September 23, 2020 was sent electronically to the full Board of Trustees for review. The minutes, from that meeting, describe actions taken to conduct WDB board business in accordance with the Sunshine Law.

Matt requested a motion to approve the minutes from that meeting. Michael Willmann made the first motion; Donald Borden made the second motion. Matt asked all Board members, in favor of approving the minutes, to respond by saying, "Aye". He asked all those opposed to respond by saying "Nay". There were no opposing votes. By a unanimous vote of the affirmative, the motion is carried, and the minutes were approved.

Bob introduced Gregg T. DeBaere, Treasurer, WDB, to present the Master Budget for approval.

### **MOTION TO APPROVE MASTER BUDGET**

Wednesday, December 16, 2020

Gregg read the following motion: All Board members should have received a copy of the Master Budget emailed to you on Monday, December 14, 2020. In accordance with the New Jersey State Employment and Training Commission policy resolution #2016-03, the Systems Performance Committee has reviewed the budget in detail and has unanimously recommended the budget be presented to the full Workforce Development Board of Trustees for approval.

Gregg asked if there were any questions regarding the Master Budget at this time. Hearing no questions or Gregg requested a Motion to approve the 2020-2021 Master budget. Michael Willmann made the first motion; Matt Verney made the second motion. Gregg asked for a yea or nay vote of all board members present on the call. By a unanimous vote of the affirmative, the motion is carried, and the budget was approved.

### **PRESENTATION HONORING STEVE RAVITZ, PRESIDENT EMERITUS, RAVITZ FAMILY MARKETS**

Bob began the presentations by sharing a fond memory, to assist Ken Brahl, Literacy Chair, Senior Director Labor Relations, Ravitz Family Markets of Cherry Hill, Inc.-ShopRite, in the opening of the Price-Rite, Grocery Store, 2881 Mt Ephraim Ave, Camden City, NJ. Most of the staff was interviewed and hired by the local One-Stop. He was honored to have taken a picture with Steve Ravitz and his sons, at that Market. Bob said that he

has served on the WDB for over 15 years and this one event really stood out in his mind as having a positive impact on the City of Camden and the community we serve.

Bob introduced Donald Norcross, US Congressman, NJ, 1st District, to say speak on behalf of the State of New Jersey to Honor Steve Ravitz. Bob said that Congressman Norcross was a tireless advocate and champion of southern jersey and previously served on the CCWDB.

Congressman Norcross thanked the Board for the work they accomplish in Camden County. He noted that he did served on the WDB some years ago. He said listening to the roll call brought back memories of what the focus is and the dignity of a job which is so important especially during a pandemic and state of emergency. He shared fond memories about his first job being at the Woodcrest Shoprite location working for Stanley Ravitz, as a store bagger. He said Steve modeled integrity and family values with his children and he thanked the family of four brothers and one sister for their continuing giving traditions in the community. Congressman Norcross addressed Jason Ravitz, representing the family on the call. He said there is a lot of media information about all the Boards and Community work that Steve Ravitz participated in, but there is a lot more service he did not tell the public about. The family has helped many people in their time of need and never said a word about it. He took a personal moment to thank Jason Ravitz for sharing his father with the community. It was tragic to lose Steve Ravitz at such a young age to COVID-19, but he will live on in the family and that is something to be very proud of.

Congressman Norcross noted that he created a congressional record of Steve Ravitz accomplishments back in April when he passed. He presented to Jason, over the call, a proclamation of condolence and said he will be missed by friends, family, and his community.

Bob thanked Congressman Norcross and introduced Jonathan L. Young, Sr., Freeholder Liaison to the WDB and One-Stop Career Center. Bob congratulated Freeholder Young for his recent award as follows.

*Camden County Freeholder Jonathan L. Young, Sr., named the 2020 Maurice Fitzgibbons Freeholder of the Year by the New Jersey Association of Counties (NJAC). He has been a public servant for more than a decade in the county in various capacities and has now taken the organization's highest honor for his service.*

Freeholder Young shared a memory about how today's call experience brought him back to a full circle memory of sitting with Congressman Norcross at lunch several years ago discussing how the WDB would be a good fit for him. Freeholder Young went on to serve on the WDB in Camden County. He said he never had the honor of meeting Steve Ravitz personally, but his true leadership showed up in his sons and mentees or those that worked for him. He was a man who started in his father's business and built it from the ground up. He was not just brought in after the success, he helped to build it. Steve Ravitz also brought his own personal story of mental health challenges and gave it back to the community by speaking to students in the schools and starting initiatives for suicide prevention. He understood that in order to maintain wealth in the community, he had to give back wealth to the community. He gave himself to the community in order to be fulfilled in himself.

Freeholder Young addressed Jason with fond memories of giving away turkeys to families in need. He also shared memories of serving on the WDB when the Camden City Price-Rite was opened. The Ravitz family also took on the WDB Hire-One program and put it on the map, by helping to promote the value of hiring at least one, Veteran, individual with a disability, or previously incarcerated. Freeholder Young also noted that Ravitz Family Markets also started a special training initiative for jobseeker candidates to upskill them if they did not pass their onboarding math test. He said Steve Ravitz was a man of the people. He gave back to the community in a way he saw his father do and his sons continue so its generational. He thanked Jason for sharing his father with the community yet noted his father's memory is living well through the Ravitz Family Foundation and continued giving. Freeholder Young presented to Jason, over the call, a Proclamation of Condolence.

Bob thanked Freeholder (Commissioner) for his presence and kind words. He introduced, Ken Brahl, Literacy Chair, Senior Director Labor Relations, Ravitz Family Markets of Cherry Hill, Inc.-ShopRites. Ken began by

saying how he personally missed Steve Ravitz and appreciated the kind remarks from the officials. Ken said he was hired by Steve Ravitz, 28 years ago, as a Loss Prevention Manager. He remembered Steve as a mentor and friend with an incredible ability to remember names. He remembered every employee's name. Ken said he always knew when Steve had entered a store ahead of him because he would greet every person by name, and one could feel the good energy around that kind of employee recognition. Ken shared other personal memories of Steve. Ken noted that inclusive hiring practices was not a policy that had to be coached, hiring Individuals with Disabilities was engrained in the company from the first day he started. Some individuals have been with the company as long as 28 years and one employee was treated like family, having worked at Shoprite for 50 years. Ken also noted the Ravitz family name was not added to the company until in more recent years. Steve was very quiet about the companies' community giving. He was an incredible man. Ken introduced Jason Ravitz to accept Steve's honors on behalf of the Ravitz Family.

Bob thanked Ken and noted his long-standing work on the WDB. He introduced Jason Ravitz, Director, Retail Operations, Ravitz Family Markets. Jason thanked WDB members and the elected officials for taking the time to attend the call to honor his father Steve Ravitz. Jason thanked everyone on behalf of his brothers, sister, cousins, Uncle, and children. Jason personally thanked those who spoke for their kind words. He also congratulated Jonathan Young for this recent recognition as Freeholder of the Year. Jason also thanked Congressman Norcross and recognizing how Steve Ravitz enjoyed a great working and friendly relationship with him. He also thanked the Congressman for his personal phone calls during the last months and during the pandemic. Jason said those check-in phone calls really meant a lot. He also said we are fortunate to have a Congressman with experience in the trades, in Washington, to relay the on-the-ground, hands-on concerns of his constituents in this local area. The Congressman has visited the Ravitz market stores during the pandemic and discussed local concerns and initiatives. His support over the last ten months, which has been very trying for everyone, has been incredible. He thanked the Congressman again for his support. Jason shared personal stories about this father and then thanked the WDB for this honor. He said when he hears stories such as Ken's it brings light to just how much of an impact his father had on so many people. Jason said it troubled my father to not be able to be in the stores to help during his last months but at the same time he knew his job was done. He instilled the courage, skills and confidence, the decision-making ability, the passion and the strength to the family and staff to push through. Our role now is to develop those skills in those who need it from the cashier to the deli clerk and individuals with disabilities that work within the company to serve our customers and be the best we can.

Jason also shared memories of his father doing in-school assemblies for junior and senior students about depression and set up a suicide prevention initiative in the Cherry Hill area. This initiative actually saved the lives of some young students. His father often claimed that initiative as being one of the biggest accomplishments of his life. He saw giving away food, when owning a food company, as simple corporate responsibility but giving one's time or sweat equity such as serving as a volunteer on a Workforce Development Board is the real philanthropy. He complimented the WDB for their time and dedication to the community. He thanked everyone and urged them to be safe and follow CDC guidelines. The COVID-19 is no joke. Steve said this father would want us all to learn from these experiences. He wished everyone a safe and healthy 2021.

Bob thanked Jason and presented a WDB Certificate of Appreciation to the Ravitz Family in memory of Steve Ravitz for his dedication, philanthropic efforts, and positive impact on the communities of Southern New Jersey. Jason thanked the WDB, Camden County Board of Freeholders (Commissioners) and the United States Congress for the honors. He said it is much appreciated by the entire Ravitz Family. These certificates and proclamations will be hung high in the corporate offices of Ravitz Family Markets-Shoprites in memory of our Dad.

## ONE STOP CAREER CENTER UPDATES

Bob introduced Frank Cirii, Local Area Operations Director, to give updates about One-Stop Career Center operations.

Frank thanked the Camden County Board of Freeholders, (Board of Commissioners) especially Freeholder Liaison Jonathan Young. He noted that Freeholder Young also oversees public safety and emergency management the County. He complimented his diligence over these last month dealing with emergency management, PPE and getting it all distributed. Frank said the County has been very supportive of the One-Stop and its state partners. He thanked Jeff Swartz, Executive Director, and Bob Weil, Chair, for their leadership. They and the WDB staff are always a phone call away supporting and facilitating staff needs. They also volunteer to serve and represent the local area in discussions with the Garden State Employment and Training Association (GSETA) and the State Employment and Training Commission (SETC). The local area is represented very well state-wide because of their leadership and staff.

Frank reported the One-Stop has continued to operate by and update a well thought out COVID-19 safety and continuity plan. Staff along with the WDB developed a COVID-19 Business Response Plan. He encouraged the Board to promote the availability of the One-Stop to assist any local business in need of such services as employment recruitment, job posting and many other business service needs. Jeanne Page-Soncrant, Business Service Rep., and staff of Employment Services are available to help in any way we can especially for small local business struggling to stay afloat. He and Jeff will be looking at other creative ways to help local businesses in the coming new year.

Frank reported that all services can be accessed by visiting the Camden County Website where direct contacts to services for jobseekers and employers are listed. Many of the services can be accessed virtually but if needed customers are seen by appointment. All services have been transitioned successfully to a virtual format, but referrals are needed. He encouraged all attendees to the meeting to promote the One-Stop to their contacts and those with any employment needs. Follow the link for more information. Camden County One-Stop Virtual Services Directory <https://www.camdencounty.com/service/employment/job-training-placement/>

Frank reported the One-Stop is now moving into a hybrid plan that includes the QLess scheduling application. The software has been purchased, installed, and will be fully implemented with a soft launch starting January 2021. All staff and partners will be able to use the application to schedule and engage customers with ongoing information and updates. This will provide staggered appointments and help provide a safe environment for customers and staff.

Frank also reported staff are representing and promoting One-Stop services at all the food distribution and immunization sites around the county.

Frank complimented Congressman Norcross and Jim Rhodes, County Administrator, for their focus and directed efforts toward promoting the Census 2020. There was a great response rate in Camden County. All levels of government helped to achieve a better response rate than the prior census 10 years ago. He thanked Jeanne Page-Soncrant for her efforts in recruitments for local Census Takers. He also complimented the team efforts by Kris Kolluri, CEO, Cooper's Ferry Partnership, the WDB and other partners to launch the Camden Works program that is successfully placing Camden City residents and others in sustainable jobs.

Frank directed the Board's attention to the WIOA Performance Report Titles I and III, Program Year 2019 (7/1/19 – 6/30/20). He said these were sent digitally to the full Board along with meeting materials. Camden County is meeting and exceeding expectations in all benchmark areas, especially in employment. He noted the only areas of concern are in areas of credentialing. This is a systemic issue and vendor issue that is a statewide

concern. Management has established a Task Force to review processes and is working to better guide the customer in their training choices toward courses of study that provide an industry recognized credential. Frank said Gregg DeBaere, Operations Chair, and that committee is keeping credentialing on the front burner of discussion at every meeting. They are looking at contractual ways to hold training vendors accountable to getting customers not only to a certificate of completion but also on to state certified testing that completes the credentialing process. A follow-up unit has been established to make sure that counselors are engaging with the customer and getting the data properly entered in the AOSOS system.

Frank concluded his report by saying the year has been very challenging, but staff are ready to serve and we need referrals. Frank paid a special tribute to all the volunteers that give their time to the WDB sub-committees. He said that is where most of the work is done for the community. He wished everyone a happy, healthy, and safe holiday.

### WDB ANNUAL REPORT

Bob Weil formally presented the annual report, program year 2019-2020, and read the following message:

This Program Year (PY) 2019-2020 has been a year of firsts and a true test of fortitude, dedication, and teamwork, for the Camden County Workforce Development Board (WDB) and One-Stop Career Center. The year began with enthusiasm and hope for creating the first of its kind, true triage of One-Stop Delivery System with the move to the Cherry Hill location. The Camden County Improvement Authority, One-Stop Partners and Hugh Bailey, Assistant Commissioner, LWD, took on the design and careful planning to execute a successful move. By September 2019, the One-Stop was off to a great start, hosting orientations, recruitments, and workshops by its partner agencies. Nine essential workforce services were now available under one roof including, the Camden County Resource Center (serving youth and adults), the Board of Social Services, the Division of Vocational and Rehabilitation Services (DVRS), NJ Workforce 55, Unemployment Insurance (UI), Literacy Volunteers of America, New Jersey Employment Services (serving employers and job seekers), National Council on Alcoholism and Drug Dependence, & JobCorps.

While it was thought, the move might make it difficult for Camden City Residents to get to the new location, a special transportation pilot program was implemented to provide shuttle service from the PATCO Woodcrest Train station and other stops around the county. Kristi Connors, Manager Employment Services DOL, took special interest in triage front desk operations, scheduling of classrooms and customer flow. She and her staff created another first of its kind, a customer check-in system. New Workflow Reports resulted in more than numbers. It gave us more information about where customers were coming from, mode of transportation and services they were looking for. As it turned out, not only were Camden city residents getting to the new location, the One-Stop was now seeing more customers from the southern part of the county. This report was shared with the state and helped us make the case for many new developments and processes especially as it relates to current conditions.

Upon re-opening after mandatory closures and COVID response efforts, the CCWDB was the first to submit an actionable well thought out safety plan. The job of re-opening and transitioning to Virtual Services was led by the One-Stop Management team and the Operations Committee. Kristi and her team kicked into high gear again and created another first of its kind, a video orientation of services which was adapted by other counties around the state. The WDB Committees kept on meeting every month and they too came up with all kinds of new ways to share information, books and resources with local area, residents.

During these unprecedented times, I have also witnessed the coming together of officials, staff and volunteers truly dedicated to addressing the needs of our residents in all corners of Camden County. As Freeholder Young has quoted many times during his welcoming remarks, it is not about the numbers, it is about the customer. My appreciation goes out to committee members, One-Stop management and staff who have represented us at food distribution and book collection events.

I am proud to say the One-Stop did effectively re-open by the end of the program year but I must note that Frank Cirii, Local Area Operations Director and Nidia Sinclair, Director, Resource Center, diligently reported to the office every day since the first closures, personally fielding customer calls and concerns. We still need the help of every board member to continue to promote all One-Stop services.

On behalf of the Executive Committee, Committee Chairs, we say thank you to the WDB staff, that provides the information, real time data, and support for us to make informed decisions. Together, we look forward to a bright new and improved “normal” in 2021.

Bob introduced Jeffrey S. Swartz, Executive Director, who read the following statement.

The extended Program Year (PY), July 2019- September 2020, gave the Executive Team, One-Stop Management and WDB Staff opportunities to reach higher levels of innovative planning to effectively respond to the challenges of a move and transformation of the entire One-Stop system. Once again, Camden County took the lead in many actions that turned out to serve as a model of best practices for the entire state.

Camden County was one of the first counties to receive approval for re-certification by the State Employment and Training Commission (SETC), meeting deadlines of submission and exceeding expectations.

Camden County was one of the first counties in the state to develop a true WIOA envisioned One-Stop, with all partners being located under one roof making it easy for customers to access career and training services without having to make additional appointments. Management Staff developed a check-in system that produced reports of customer flow and referral, now being used as a model for other One-Stops around the state.

Camden County took the lead in developing one of the most comprehensive Summer Youth Employment programs providing career development and workplace opportunities for 48 youth in summer 2019. Camden County also bravely accepted the last-minute challenge of creating virtual work opportunities for 17 youth, even during the pandemic of summer 2020. Thanks to WDB members and One-Stop Youth Counselors, Jyi Peterson and Marisol Vasquez, for developing an online orientation and workshops with such short notice.

Camden County is still taking the lead as moderator for the Atlantic City Electric Training Initiative. The WDB staff keeps record of all class schedules, develops the flyers, and helped organize a virtual Employer Information Session presented to attract key Utilities Employers to the program. Our office made the request to extend the program so that participants had the best chance for completing the line training and possible employment coordinated around the next Atlantic City Electric hiring schedule.

The Executive Team and Committee Chairs, whenever called upon, always respond to serving on state round tables and discussion groups regarding state labor and workforce planning. Our team participated in the planning and presentation of this year’s Regional Chamber Education and Workforce Development Conference.

As I have joined other WDB Directors from around the state, on weekly calls, with the Department of Labor and Workforce Development (LWD), the State Employment and Training Commission (SETC), and the Garden State Employment and Training Association (GSETA), it gave me more and more of a sense of pride and appreciation of how well the One-Stop Management and partners work together here in Camden County for the good of the customer.

This program year, even with closures, did not see a relaxation of standards by the State and FEDs. The One-Stop responded to a few performance reviews with a thorough and cooperative approach. Thanks to Nidia Sinclair, Director Resource Center, who used the time to create a follow-up team to stay in contact with customers and review files for any missing information that could affect outcomes. The WDB and One-Stop Fiscal, Information and Systems Performance team worked well together to come up with accommodations

that kept some of our Workfirst Providers afloat during closures, quickly working with them to offer connection remote learning. They also helped us make the case for a successful renegotiation of performance metrics for the coming program year.

Special thanks go out to Kristi Connors, Manager Employment Services, DOL, and her staff for developing a video orientation and directory of Virtual Services. Thank you also, to the direction and leadership of Frank Cirii, Local Area Operations Director, for guiding the move to 101 Woodcrest Road, a safe re-opening and the transitions to virtual services along with the help of Scott Stetzer, Technical Support and Brian Ferguson, Facilities Manager.

I stand in gratitude and appreciation of the Committee Chairs and volunteers who stayed with us virtually and worked on behalf of committee efforts. While I cannot name them all in this message, please visit our website, [www.ccwib.com](http://www.ccwib.com) where committee members are recognized and listed.

As I have stated before, there is no “I” in team. I want to thank my staff Leslie, Kathleen, Theo and Alex for their continued commitment and passion for the work we do. I also want to recognize the Executive Committee under the leadership of our chair Bob Weil. I could not find a better group of committed private sector business leaders than this group. No task is too big, no mountain too tall for their leadership to drive a solution.

Jeff also thanked the county Board of Commissioners for their support of our efforts. In closing, he wished the WDB and guests a happy, safe holiday season.

#### ADJOURNMENT

Bob thanked all members and guests in attendance and wished them a safe and healthy holiday.

Bob asked for a motion to adjourn the meeting. Ken Brahl made the first motion, and Diana Cooper-Vanderlip Michael Willmann made the second motion. By a unanimous vote to the affirmative the motion was carried, and the meeting adjourned at 9:30am

#### WDB MISSION STATEMENT, AS STATED ON ALL REGULAR BOARD MEETING MINUTES

*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 the region’s employers.*
- *To create partnerships and collaboration in the government, private and non- profit stakeholders.*

Submitted by,

*Kathleen Varallo*

Administrative Assistant