

*Denotes Committee Members		MEETING DATES			
		22-Mar-17	28-Jun-17	27-Sep-17	20-Dec-17
Guests					
Abrams, Barbara*	Jewish Family and Children Services	X			X
Allen, Heather	Health Care Talent Network	X			
Arroya, Rosy*	Community Planning & Advocacy Council				X
Banks, Evangeline*	Juvenile Justice Commission				
Bezich, Lou	Cooper Health University Healthcare				
Biondi, Ann	Camden County		X		
Candelaria, Heather	NJ Commission for the Blind and Visually Impaired				X
Cass, Holly	Camden County Administration		X		
Cassidy, Kathy	Camden County Technical School				
Cipolla, Joe*	JEVS Human Services				
Clark, Jeffrey	Division of Vocational Rehabilitation				X
Davis, Keith Pastor*	Camden Dream Center Technical Training School				X
Demo-Janowiak, Carolyn	Camden County Board of Social Services			X	
DiVietro, Michael	Land Dimensions	X			
Donnelly, Besty	WaWa Inc.		X		
Draft, Dyon	Camden County Board of Social Services				X
Felch, Lisa	Camden County Board of Social Services	X			
Filipek, Frank	Camden County Events and Community Outreach		X		X
Findlator, Patrick	Hopeworks			X	
Forman, Lois*	Independent Rehabilitation Jewish Family & Children Svcs.				X
Forman, Stacy	Retail, Hospitality & Tourism Talent Network	X			
Gatling, Kerri	NJ Labor Workforce & Development	X			
Gilani, Raza	America Works of New Jersey, Inc.				X
Goodman, Steve*	Volunteers of America		X		
Gorrell, Ella	DOL-Camden One-Stop				X
Hanna, Kaina	Camden County College	X	X		
Harris, Bob	Camden County Improvement Authority				
Haynes, Lauren	Retail Hospitality and Tourism Talent Network		X		
Hentisz, Christine	Camden County Board of Social Services				X
Hurley, Sydney	Housing Authority of the City of Camden Youth Build				
Hutchison, Sheryl	NJ State Employment and Training Commission				
Jackson, Allison	Educational Information & Resource Center				
Jeannette, Nancy	Camden County Board of Freeholders		X	X	X
Jenkins, Sandra	NJ Labor Workforce & Development		X		
Kelly, Siobhan*	Camden County Technical Schools		X		
Kinzy, Joann	Camden County College	X		X	
Knopf, Dick*	Marketing Professional				
LaBant, Alex	Latin America Economic Development Association	X			
Levitt, Jill	NJ Labor Workforce & Development				
Lex, Jim	Camden County Improvement Authority				
Lope, Krista*	Division of Vocational Rehabilitation	X	X		
Lucas, Angela*	Jewish Employment and Vocational Services				
Manibo, Melissa	Cooper Health University Healthcare				
Martinez, Marilyn, Dr.	Camden County College			X	X
Mayor Thomas Weaver*	Clementon Borough				
McCormick, Carol*	Camden County College	X	X	X	X
McGowan, Patricia	NJ Labor Workforce & Development			X	
McKelvey, Chris	NJ Labor Workforce & Development			X	X
McKinsey, Denise*	Respond Inc.	X		X	X
Medina, Nicolasa*	Camden County Board of Social Services	X	X	X	X
Miller, Howard	NJ Labor Workforce & Development		X		
Newman, Jason*	NJ Labor Workforce & Development		X		X
Pacello, Paul	Atlantic Coast Communications		X		
Paffenroth, Laura	Camden County		X		
Page-Soncraut, Jeanne*	NJ Labor Workforce & Development				X
Pouncy-Johnson, Jason	Chipp Enterprise				X
Pranzatelli, Joe	Camden County College			X	X
Price, Bob	Johnson & Towers				X
Randazzo, Deanne	Camden County Board of Social Services			X	
Rhodes, Jim	Camden County Deputy Administrator	X		X	
Rhoton, Daniel*	Hopeworks		X		
Rojas, Lillian*	Camden County Board of Social Services	X	X	X	X
Rozier, Guy*	Rozier Cancer Foundation	X			
Santone, Joe	Camden County College		X	X	X
Shanker, Jamie	Latin America Economic Development Association	X	X		
Spinelli, Allison	Cumberland,Salem, Cape May WDB		X		
Stewart, Donna	Marshalls			X	
Taguwa, Denise	NJ Labor Workforce & Development			X	
Tenuto, Jackie	Camden County College	X			
Vaccari, Raymond	Manufacture New Jersey			X	X
Venable, Margo	Camden County College			X	X
Veneziani, Jennifer*	Division of Vocational Rehabilitation			X	X
Vesper, Jr., Dominic	Camden County		X		
Wallace, Jaclyn	Camden County College	X	X	X	
Waller, Darchelle*	Winslow Township High School	X		X	X
Wardlow-Hurley, Rhonda*	Housing Authority of the City of Camden Youth Build	X		X	X
Weidler, Marie	NJ Labor Workforce & Development		X		
Williams, Rev. Michael	Abundant Life Fellowship Church		X	X	X
Williams, Steve	Camden County Finance		X		
Wilson, Janea*	NJ Labor Workforce & Development	X		X	
Wright, Anna Marie	Camden County Purchasing		X		
Young, Jonathan	Camden County Board of Chosen Freeholders		X	X	X

Camden County One-Stop Staff		MEETING DATES			
		22-Mar-17	28-Jun-17	27-Sep-17	20-Dec-17
Ayscue, Brian	Camden County One-Stop	X	X	X	
Barclay, Arthur*	Camden County One-Stop				
Bryant, Janice*	Camden County One-Stop		X		
Davis, Sunday	Camden County One-Stop			X	
Dennis, Deborah	Camden County One-Stop		X		
DiRenzo, Patti*	Camden County One-Stop	X	X		
Eisenmann, Kevin	Camden County One-Stop	X			
Friedner, Debbie	Camden County One-Stop				
Gutierrez, Inocencia	Camden County One-Stop				
Leonetti, Mike*	Camden County One-Stop	X	X		X
Maguire, Laurie*	Camden County One-Stop	X	X	X	X
Pape, Barbara*	Camden County One-Stop		X		
Peterson, Jyi*	Camden County One-Stop		X		X
Rodgers, Danielle	Camden County One-Stop			X	X
Sinclair, Nidia*	Camden County One-Stop		X		X
Stephens, Sharon	Camden County One-Stop		X		
Vasquez, Marisol*	Camden County One-Stop		X		

CALL TO ORDER:

Chair Robert (Bob) Weil called the meeting to order at 9:20am.

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.

HOST WELCOME

Donald Borden, President, Camden County College welcomed guests and returned the thanks given to the college for hosting this meeting. He said it a pleasure and part of the college and it's direction toward developing solid partnerships. Partnerships with the schools that send students to us. Partnerships with Employers who are hiring individuals who we are training through our many programs and also four year institutions that we transfer our graduates to. We are grateful for the continuing relationship that we have with the Camden County Workforce Development Board and the One-Stop Career Center. We look forward to building those partnerships in a stronger way to meeting the needs of the people that we all collectively serve. We are committed to support the work that you do and are continually reevaluating the changing conditions of work, the kinds of work and the appropriate education or training that is necessary to meet those work needs. The resulting career paths will help our students in the communities we serve have fuller more productive lives. He quoted Richard Hamming in saying, "If you don't work on important problems, it's not likely that you will do any important work" He said the work we do certainly fits that definition. *(Richard Wesley Hamming was an American mathematician whose work had many implications for computer engineering and telecommunications.)*

WELCOME REMARKS

Bob introduced Jonathan Young, Freeholder Liaison. Freeholder Young welcomed attendees and thanked them for the hard work they do for Workforce Development in the County. He commented on the great relationship that we have formed with the Camden County College. He agreed with President Borden that it is all about building strong partnerships. As a County, we cannot do it alone. We continue to work to make these relationships better and better. He reported that the unemployment numbers have dropped in the County and he believes it is a direct result of the work we do. Freeholder Young remarked on the following poem;

The Dash, by Linda Ellis

I read of a man who stood to speak at the funeral of a friend.
He referred to the dates on the tombstone from the beginning...to the end.
He noted that first came the date of birth and spoke of the following date with tears,
but he said what mattered most of all was the dash between those years.
For that dash represents all the time that they spent alive on earth.
And now only those who loved them know what that little line is worth.
For it matters not, how much we own, the cars...the house...the cash.
What matters is how we live and love and how we spend our dash.
So, think about this long and hard. Are there things you'd like to change?
For you never know how much time is left that can still be rearranged.
If we could just slow down enough to consider what's true and real and
always try to understand the way other people feel.
And be less quick to anger and show appreciation more
and love the people in our lives like we've never loved before.
If we treat each other with respect and more often wear a smile,
remembering that this special dash might only last a little while.
So, when your eulogy is being read, with your life's actions to rehash...
would you be proud of the things they say about how you spent YOUR dash?

He challenged to attendees to think about the dash in the middle, from the date you were born, to the day you die, is a person's life and what has been done in that person's life. As we go into the New Year he asked everyone to examine and improve their "Dash." We are numbers driven in our workforce industry, and sometimes we forget about the purpose of our work and that is our customers. So we need to make these commitments in 2018; 1. How can we make our Dash a lot better in life? 2. The numbers are not going to drive the customers, the customer will drive the numbers. If we can serve in that order, the clients come first and the numbers will take care of themselves, we will be in a much better place.

BUSINESS MEETING

SUNSHINE LAW

Bob asked Ken Brahl, Executive Committee Member to grant approval of the September 27th, 2017, meeting minutes and read the Sunshine Law.

The 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 December 11th, 2017. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

APPROVAL OF SEPTEMBER 27TH, 2017 MEETING MINUTES

The minutes from the last quarterly meeting of September 27th, 2017 were sent electronically to the full Board of Trustees for review. Ken Brahl requested a Motion to approve the meeting minutes of June 28th. The Motion was made by Michael Willmann and seconded by Marlyn Kalitan. By majority vote of the affirmative, the motion was carried and the minutes were approved.

BOARD APPROVAL

Gregg T. DeBaere, Operation Chair addressed the Trustees

MOTION TO APPROVE PARTNER MOU AND INFRASTRUCTURE FUNDING AGREEMENT

Under the Workforce Investment Act of 1998 (WIA), costs that were shared among partners, including infrastructure costs, were outlined and funded through Resource Sharing Agreements between local boards and one-stop partners. The funding arrangements were incorporated into the Memorandum of Understanding (MOU).

Now, under WIOA, funding provided by the one-stop partners to cover the operating costs, including infrastructure costs, of the one-stop delivery system must be based on the partner program's proportionate use of the system and relative benefit received and presented in an Infrastructure Funding Agreement which shall also be incorporated in or an appendage to the MOU.

Prior to today's meeting, you were sent a copy of the Partner MOU and the Infrastructure Funding Agreement which was completed by the Operations Committee of the WDB and the Director, Fiscal and Operations Staff of the One-Stop Career Center.

Gregg requested a Motion to approve the Funding Agreement. The Motion was made by Michael Willmann and seconded by Marlyn Kalitan. By majority vote of the affirmative, the motion was carried and the agreements were approved.

MOTION TO APPROVE THE YOUTH WORK EXPERIENCE PROGRAM POLICY

The Workforce Innovation and Opportunity Act and 20 CFR 681.590(a) require that all local workforce development areas expend a minimum of 20 percent of their non-administrative Youth formula funds on work experiences.

The Camden County One Stop Career Center has developed a detailed policy and service delivery strategy for the successful implementation of a paid Youth Work Experience Program within the requirements of the Workforce Innovation and Opportunity Act, and all associated regulations NJ Workforce Innovation Notices and US Department of Labor Training and Employment Guidance Letters.

This policy shall be in addition to the Workforce Development Board (WDB) Local Plan, which shall include this policy and service strategy as the Local Plan is renewed in accordance with WIOA.

Gregg requested a Motion to approve the Work Experience Program Policy. The Motion was made by Diana Cooper-Vanderlip and seconded by Marlyn Kalitan. By majority vote of the affirmative, the motion was carried and the policy was approved.

MOTION TO DESIGNATE EQUAL OPPORTUNITY OFFICER

Per the Workforce Innovation and Opportunity Act Section 188, local Workforce Development Boards are required to designate an Equal Opportunity Officer who will be responsible for implementing the nondiscrimination and equal opportunity provisions of the Act which prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or, for beneficiaries, applicants and participants only, on the basis of citizenship status or participation in a WIOA Title I financially assisted program or activity.

The WDB Operations Committee in agreement with the One-Stop Operator have selected William Curry to serve as the Camden County WDB designated Equal Opportunity Officer.

Gregg requested a Motion to approve the Equal Opportunity Officer Appointment. The Motion was made by Ken Brahl and seconded by Marlyn Kalitan. By majority vote of the affirmative, the motion was carried and approved.

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

Joshua A. Freedman, Resource Center Director

He reported that he fully assumed the role as One-Stop Operator/Director, and replaced the retiring Kathleen S. Mayfield, in late October. Hers' were are some really big shoes to fill. He said he was thankful to Kathleen for time she spent with him and the value of her 40 plus years of industry knowledge. Joshua formally announced Nidia Sinclair as the Career Center Director.

Program year 2016, started on July 1, 2016 and ended on June 30, 2017 was a transition year. It represents the last year of WIA and the first year of WIOA. Since data is still being gathered for WIOA, a full measure of performance is delayed with data availability staggered until the first full year of WIOA performance, expected at the end of Program Year 2018 (approximately July 2019).

Performance measurement is more stringent under WIOA. Meeting a performance measure requires achieving 90% of the negotiated goal, rather than 80% under WIA.

- He reported, at the last quarterly, the WIA closeout performance outcomes. He said that per new performance measures under WIOA, we are without any new data as explained so we are still looking at only a snapshot of 2 quarters worth of data posted July 1, 2016
- MIS Manager, Laurie Maguire prepared the Program Participant Summary you all should have, which details those carried into July 1, 2017 forward, as well as newly enrolled and exited post July 1, 2017
- Individual Training Agreements – 124 written since July 1, 2017
 - Adult and Youth are going at the same pace
 - 25 Work First New Jersey training grants
 - Trucking, Medical, IT & Computer Networking at the forefront
 - Beginning the process with CCC on the next round of TDC funding for Adv. Manuf.
 - Likely due to transition from TP to PCS, we not only are down in the number of overall ITAs, but those we do have are backlogged in being approved as PCSs
- Unemployment nationwide carried forward, based on October/November data at 4.1%
 - NJ slightly above that at 4.9% - County of Camden slightly higher, but down from 5.4 to 5.3 from September to October
 - Those on public assistance is down
- One Stop Managers, Director Sinclair and myself are working to get more creative under WIOA to find additional programming for participants. As stated in September, nearly whole state is failing youth population.
 - In addition to rolling out YWEP and mentoring in 2018, Nidia and I have been consistently meeting with key groups learning some of the real problems facing youth, number one being the lack of eligibility documentation.
 - Youth Aging Out of Foster Care Event Committee
 - Camden County Family Court Presentations

- CPAC Youth Committee
- CCCC Incarcerates
- MOST if not ALL of the Youth for which we are making outreach efforts are automatically eligible for WIOA and WFNJ funding.

Joshua said we are grateful that our Freeholder Liaison, Jonathan Young, is aggressively involved in helping us to succeed with our youth population 2018. He also thanked Donald Borden for the decision to bring in Interim Dean, Dr. Marilyn Martinez, who is an excellent addition to the Adult Basic Skills Consortium. We have been working and communicating regularly to better align training/ABS programming to meet the needs of our Participants and create more opportunities for success. Dr. Martinez understands that our priority of success for One Stop participants creates success for the college as well as the WDB local area in its outcomes.

Joshua announced that CCOSCC lost Tran Cao in November, immediately following her retirement after a long battle with cancer. I for one did not know her well, but the impact she made on the staff was evident. This is a woman who did not want to go out on disability in the months prior to her passing, in case she was well enough on a day where she could come in and work or oversee Career Club. Lastly, I want to thank all of our One Stop staff, managers, and of course our partners as we move into a new year. With the new WIOA MOU effective January 1, 2018, it should really work to further strengthen our partnerships and our ability to create more success.

INTRODUCTION OF THE ONE-STOP SUCCESS STORY-JEFFREY S. SWARTZ

Tiffany Brewster

Ms. Brewster was having difficulty pursuing her own career path so she turned to the Board of Social Services for assistance. Upon entering into an Employment Services (ES) program, known to many as the GJOBS. Tiffany was scheduled for the July GJOBS class, with her ES instructor Ms. Gorrell. From the beginning, we knew Ms. Brewster was very serious about the class and her pursuit to further her education and to regain entry back into the workforce.

The staff at both the One-Stop and the Career Center worked with Ms. Brewster to ensure that she received all of the services that the co-partners had to offer. The One-Stop assisted her with researching careers and training programs for a Medical Assistant certification but the timing wasn't quite right. She received resume assistance, interview preparation and job search skills. Tiffany was referred into the "CWEP/On the Job Training" program.

She was placed at the Camden County Department of Health in Blackwood, NJ for her CWEP/On the Job Training assignment. Tiffany proved herself a valuable asset to the Department of Health and as a result of her hard work and dedication was given a reference for a position at Rutgers. Tiffany went to the interview and used the tools provided to her at the One Stop. She was hired on the spot!

Tiffany is now employed fulltime in the preschool at Rutgers/LEAP Centers of Excellence in Camden. She has not only secured a position but will also be eligible to obtain her education and that of her children through Rutgers tuition reimbursement program. Tiffany hit the trifecta - she landed a job, gained access to an excellent education and is on the path to self-sufficiency.

Although Tiffany was on the shy side, she used all of the available programs and services that lead to her successful employment. There is no doubt there will be many more milestones ahead of her.

Jeff introduced Lelia Stubblefield, WDB Receptionist/Assistant, and presented her with a Certificate of Appreciation for her commitment and years of service to the Camden County Workforce Development Board. Jeff announced that Lelia would be relocating to Texas due to her husband's transfer of military service.

Guest Speaker Frank Filipek, Jr.

Director, Department of Events and Community Outreach

Frank Filipek, Jr. has worked on behalf of Camden County residents for more than 22 years in various leadership roles in county departments including Health and Human Services, Alcohol and Substance Abuse, and Economic and Workforce Development. The architect of enhanced agency cooperation and many newly created programs, Filipek left a lasting impact on each of the areas he served. This well-rounded portfolio of experience has sharpened his understanding of the fabric of our community and undoubtedly prepared him for continued success in his most recent role as the Director of the Department of Events and Community Outreach, which he assumed in the summer of 2016.

Under his leadership, Filipek's team carries out the vision of the Freeholder Board as they introduce new initiatives to the county's event portfolio. Most notably, the March against Gun Violence held in Camden City, the Regional Candlelight Vigil honoring those lost to addiction, and the new Camden County Eats event promoting the county's rich culinary landscape and Shop Local campaign.

Frank is a Bellmawr resident, has served on its board of education, holds a Drexel University MBA, is a Certified Public Manager, and was named Person of the Year in 2007 by Camden County and Man of the Year in 2011 by South Jersey Magazine. In November 2017, he was named Executive of the Year by South Jersey Biz Magazine for his influence in shaping South Jersey's economic future.

Frank made a presentation created by the Camden County Marketing Department in reference to the County's accelerated focus on marketing with a unified branding approach to the County website and job postings.

At the end of last year, the County had a research firm host focus groups with urban and suburban residents to gather information for Camden County policymakers. Throughout the exercise, job opportunities and job training were repeatedly mentioned as priorities to our residents. As part of the focus group sessions, the participants were asked to divide \$100 to ten different services provided by Camden County government. The residents prioritized spending more than 25% of their allotment to job training and job creation. Many also felt the investment to attract new businesses and employers to Camden City was a step in the right direction to improve the economic wellbeing of the entire region. In addition, providing student access to career education programs and the county's role in job training both play a major role in the success of these investments per those surveyed. While the One Stop's mission is in line with our resident's priorities, virtually all participants believe that Southern New Jersey gets short-changed by state government and they expressed a strong desire for County government to engage with residents and increase outreach activities to inform them about Camden County Programs and services.

Frank said the County is keeping up with resident's requests with a focused marketing plan that includes many social media platforms including Twitter, Facebook, Instagram, and more. The County's Marketing Department would like to work closer with the One-Stop on this messaging to promote or post information on employment and training opportunities. He reviewed the County website for attendees to point out new features such as an ongoing events page where job recruitments are posted.

He spent the past year building his team and spearheading initiatives for both internal and community audiences. Specifically, he worked on the launch of the new Camden County website, programs to grow communication and collaboration between County departments, and the creation of new outreach materials and messaging strategies across platforms including advertising, publications, digital, and social media channels. We also have a video crew on staff as well.

Through these efforts, his staff has raised the level of engagement on the county's social media networks and strengthened relationships with private and public organizations—all to energize the Board of Freeholders'

mission to make County government more accessible and improve the quality of life in Camden County without increasing expenses to taxpayers.

He looks forward to working more closely with the Workforce Development Board and the One-Stop to create a consistent service provider message. He would like to see someone appointed as a liaison that could work closely with his marketing and outreach team. He wants to make sure that the residents are aware of all One-Stop services and initiatives with a cohesive set of marketing materials. Always think of Camden County as one cohesive brand. We are all under the umbrella of “Camden County, Making It Better Together”

Bob re-introduced Joshua Friedman to speak about another success story individual that attended this meeting. Joshua introduced Lucas Valentine, one of 12 participants of the Cooper Medical Coding Initiative. Cooper University Health, Camden County College, Hopeworks, the Camden County One-Stop and the Camden County Workforce Development Board have joined in partnership to create a certificate program that results in real jobs at Cooper University Health. Medical Coding offered by Camden County College and approved by the American Health Information Management Association as an appropriate training platform, with the addition of certain life skills training provided by Hopeworks. Hopeworks will qualify participants for the positions and the career ladders will be identified by Cooper. This will further enable the participants to advance academically towards securing associate and baccalaureate degrees. Dan Rhoton, Executive Director, Hopeworks, runs a great program. He has a private donor that was so impressed with the initiative that he is willing to fund any of the participants that need help. Lucas said that he is currently at Hopeworks for his first stage of training. He is originally from Brooklyn, New York. Hopeworks gave him the opportunity to do better with his life and strive toward his education. He feels like he belongs in this great program and is grateful to be given the opportunity to gain a college education.

ADJOURNMENT

Bob said that when we make a change in an individual's life by giving them a career path, we are making a generational change. He introduced newly appointed Board Members, Sandra Kelly, SLK Marketing Consultants, Debra Arthur, President Camden County Regional Chamber of Commerce and Carl Donato, Talent Acquisition Specialist, Wawa. He congratulated them and thanked them for their service. He said we live in an abundant world and most of us are very fortunate but there are barriers up for a lot of the population. The WDB, the One-Stop Career Center and the College work to remove those barriers. We want to create a world that we want to live in because we are going to live in the world we create. He wished everyone a happy, joyous, healthy, relaxing holiday season.

A Motion to adjourn the meeting was made by Gregg DeBaere; Marlyn Kalitan seconded the motion. Motion carried. The meeting was adjourned at 10:44A.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