



Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

ABILITIES COMMITTEE MINUTES  
THURSDAY, FEBRUARY 11, 2021 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		9-Jul-20	13-Aug-20	10-Sep-20	8-Oct-20	10-Dec-20	14-Jan-21	11-Feb-21
<b>Maggioncalda, Jim CHAIR</b>	TFG Management Services	X	X	X		X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ							
Cirii, Frank	Local Area Operations Director	X			X	X		
Deitz, Jeffery	Division of Vocational Rehabilitation Services							
Donato, Carl	Wawa	X		X	X	X		x
Forman, Lois	Bancroft	X	X	X	X	X	X	X
Freire, Edison	JEVS Human Services					X	X	X
Fugee, Antoinette	Center for Family Services							
Hale, Dawn	The Arc of Camden County							
Lucas, Angela	JEVS HireAbility		X	X	X	X	X	
Marks, Karen	Jewish Family & Children Service of Southern NJ		X		X	X	X	
McClintock, Monica	Rowan University	X	X	X	X	X	X	x
Mills, Jay	NJ Commission for the Blind and Visually Impaired							
Smith, Veda	Camden County Independent Living Center							
Taguwa, Denise	LWD-WDB Coord + Support	X						
Veneziani, Jennifer	Program Planning and Development Specialist, DVRS							
Swartz, Jeffrey S.	WDB			X	X	X	X	X
Varallo Kathleen	WDB	X	X	X	X	X	X	X

WELCOME

Jim Maggioncalda, Chair, called the meeting to order at 8:42, welcomed attendees to the Zoom meeting and thanked them for attending. The Committee reviewed the minutes from the meeting, January 14, 2021 and Jim asked if there were any corrections or changes. Hearing none, he asked for a motion to approve the minutes. Carl Donato, Wawa, made the first motion, Lois Forman, JFCS, made the second motion. By unanimous vote to the affirmative, the minutes, Thursday, January 14, 2021 were approved.

Jim asked Kathleen Varallo, Administrative Assistant, WDB, to report on communications with the Camden County Boathouse about changing the date of the Veterans and PTSD event. Kathleen reported the Boathouse had all dates open in October and it was decided to go with Tuesday, October 5<sup>th</sup>. She emailed the team at Cooper University Healthcare. Jim said he will contact Tim Galvin personally to confirm. Jim asked and all agreed that date was good. Kathleen said the current indoor capacity is 50 persons and may be increased by October. Jeffrey Swartz, Executive Director, WDB suggested polling attendees to see if they were in favor of attending a public gathering even by October. He said some other organizations are taking this approach as part of their planning of 2021 events. The Committee discussed and agreed to move forward with planning and use the “Save the Date” notice to address public access or virtual attendance. All agreed this could be done during the summer or at least 3 months prior to the event. Edison Freire, JEVS Human Services, said he is working on a planning committee for an upcoming event and the organization did poll prior attendees. Most were not able to commit to whether they would attend an in-person event. He said the organization is considering a hybrid version with an in-person and live stream option. Monica McClintock, Adjunct Professor,

Rowan University, noted that surveys typically get a very low response rate and may not be representative of full public interest. She agreed it is better to wait until closer to the event.

The Committee discussed a hybrid model with partial in-person and partial live stream or video. Jeff said there is a cost factor to consider and as mentioned in the past, the WDB is not getting the same sponsorship level it received in the past. Lois asked if there was a minimum attendance requirement. Kathleen said the Boathouse has been very flexible in the past. She also asked them if it was possible to give out a box or bag type of refreshment. This could reduce costs because the selected caterers for the Boathouse are on the expensive side. The bag giveaway could contain fruit, and snacks that might be donated. A coffee station would still need to be purchased and set up.

The Committee discussed the virtual option. Jeff said the Garden State Employment and Training Association (GSETA) is looking into some of the new virtual conference technology for hosting their event in October 2021. He said they have received several proposals from different companies, and they do all the online set up. There are sponsor tables, a virtual auditorium, and breakout or workshop rooms. Jeff said he would share the proposals with the committee. Lois said she would forward a local contact to consider as well. Kathleen said the virtual option may attract more sponsors because of the 3-dimensional signage and exhibit table options.

Lois introduced the committee to Project Refit. Project Refit is looking to change the negative connotation around mental health and PTSD. She said it is a PTSD Battle Buddy Support Organization that partners Veterans with Veterans who might be suffering from depression or PTSD. They incorporate family into these programs, as well as, creating programs for military persons and first responders. More information can be found at <https://www.projectrefit.us/>. She said this organization is locally based out of Pennsauken and will serve Philadelphia and New Jersey. They may be interested in getting involved, in some capacity with the event.

Edison said he is working with a “Veterans for Veterans” start-up organization called TOUR214. The organization is serving Philadelphia but will also want to focus on the tri-state area. He said the two founders graduated from Wharton School and started the organization to help Veterans transition to civilian life and careers. They felt there was a gap in services. More information can be found at <https://www.tour214.com/team>

Monica said the committee previously discussed bringing PTSD and the pandemic into the focus of the event. She spoke with several HR professionals and they admitted the biggest issues they are dealing with in the workplace are mental illness. They do not address or counsel employees in this area of concern and usually refer them to programs if included in their benefits program, but it is becoming a widespread issue in the workplace. Jim said it is prevalent now and much of it is COVID related. Lois said JFCS is conducting some workshops for teachers and anxiety. More information can be found at <https://jfcssnj.org/programs-and-services/>

The Committee discussed the title of the event. All agreed the title should be more inclusive of the focus on PTSD. Titles discussed “Strategies for PTSD in the Workplace” Or “Veterans and PTSD in the Workplace- Resources, Answers and Assistance” or “PTSD in the Workplace- Resources, Answers and Assistance”

The Committee also discussed adding an additional speaker to the program that could address general concerns about PTSD. All agreed the Cooper Team may have their presentation geared toward addressing concerns regarding Veterans. Jim said he will contact Tim Galvin and the Cooper team. Carl said the title is more specific, and the committee will just have a find out how it aligns with the Cooper team.

### COMMITTEE UPDATES

Jeffrey S. Swartz, Executive Director, WDB, reported the One-Stop has been circulating information about virtual services by attending the food distribution and immunization sites around the county. He said the One-Stop is open for virtual and by-appointment services. He encouraged the committee to share links to the virtual services directory and let customers and clients know there are services and training grants available. Follow the link for more information. Camden County One-Stop Virtual Services Directory  
<https://www.camdencounty.com/service/employment/job-training-placement/>

Carl Donato, Talent Acquisition Specialist, Wawa, thanked all who made a purchase at Wawa in 2020 because it turned out to be the second highest sales year in its history. The Company is planning to move ahead to open 62 new stores. Carl announced there has been a new person hired dedicated to running Wawa's Social Purpose Department. Part of the job will be focused on supportive employment and will include manager training on workplace inclusion practices. Carl also noted there are currently over 300 jobs posted on the Wawa website. Jim asked and Carl confirmed that expansion will continue in Florida and North Jersey. Jeff asked and Carl confirmed that the new Wawa drive-thru locations have been very successful. Edison complimented the Wawa technology platforms. He has been working with individuals, they picked Wawa and he found the website to be very easy to navigate. JEVS Human Services has been offering virtual brown bag lunch engagement. The program has worked out great using the Wawa site to give out gift cards which allows customers to pick up their lunch and then they engage virtually with counselors.

For a listing of careers at Wawa in New Jersey, follow the link for more information.

<https://wawa.wdl.myworkdayjobs.com/careers/5/refreshFacet/318c8bb6f553100021d223d9780d30be>

Edison Freire, JEVS Human Services, reported he has been following up with the re-authorization of the Apprenticeship Act. One of the principal co-sponsors of the Bill is Congressman Donald Norcross, so it has local support. The House has passed the Bill and it will be moving on to the Senate. Edison said he is participating in the text review. Funding will be focused on non-traditional occupations and for non-traditional populations. He noted that Individuals with Disabilities are underrepresented in apprenticeship opportunities, so it is incumbent upon folks like us to make the case, to legislators, in clearly defining the meaning of non-traditional populations. He said it is an opportunity to leverage funding we would otherwise not have access to. The language in the Bill is very broad and does not really define what measures will be taken to include Individuals with Disabilities, A percentage goal of service, like 30% of the funding, would be nice to see spelled out in the Bill. Edison said he will share any new information as it comes to him. Follow the link to current amendments to the Apprenticeship Act.

<https://www.congress.gov/116/bills/hr8294/BILLS-116hr8294rfs.pdf>

Jeff said the WDB Directors met on a call with Michael Blatt, State Director, USDOL Apprenticeships. There is an effort to clear up confusion about the differences between state funded and federal apprenticeship guidelines. He said there is also a focus on spending federal funding, under WIOA, for Incumbent Worker Training. These are funds set aside to upskill an employer's current workforce. There is an initiative amongst Workforce Boards statewide to focus on apprenticeships and share best practices. Edison agreed there is a need to clear up confusion about all types of apprenticeship opportunities.

Monica McClintock, Adjunct Professor, Rowan University, reported she is working with a senior class, this semester, that represents all the business majors. In addition to class instruction, she is also working with them virtually on their career aspirations and job search. Virtual job hunting presents an additional challenge to students as it does for most people currently looking for work. She also reported that Tri-State HRMA is planning to host an annual luncheon in May. The first planning meeting is being hosted next week and she has volunteered to help. The event will be hosted virtually. She will update this committee with more information at the next meeting.

Jim thanked the committee for attending. Jeff announced the next WDB Quarterly Board of Trustees Meeting will be held on Wednesday, March 24<sup>th</sup> @ 8:30am via Zoom Conferencing. Kris Kolluri, Esq., Chief Executive Officer, Cooper's Ferry Partnership, will be the main speaker.

#### NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, March 11, at 8:30am. This meeting will be conducted via Zoom Conferencing. A notice will be sent with the link and dial-in information.

Submitted by

*Kathleen Varallo*

Administrative Assistant