

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

ABILITIES COMMITTEE MINUTES
TUESDAY, MARCH 12, 2020 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		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	13-Feb-20	12-Mar-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	Local Area Operations Director		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	X
Fugee, Antoinette	Center for Family Services										X	
Hale, Dawn	The Arc of Camden County			X	X					X		
Lucas, Angela	JEVS HireAbility		X			X	X	X			X	
Marks, Karen	Jewish Family & Children Service of Southern NJ											X
McClintock, Monica	Adjunct Professor, Rowan College of SJ							X	X		X	X
Smith, Veda	Camden County Independent Living Center										X	
Taguwa, Denise	LWD-WDB Coord + Support						X		X			
Veneziani, Jennifer	Program Planning and Development Specialist, 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. He asked for a roll call of attendees and those phoning into the meeting. Monica McClintock, Adjunct Professor, Rowan College of South Jersey, and Frank Cirii, Local Area Operation Director, One-Stop called in to the meeting. He welcomed Karen Marks, Manager Supported Employment, Jewish Family and Children Services. Lois Forman, Bancroft, also phoned into the meeting.

ABILITIES COMMITTEE UPDATES

Event: Strategies for Workplace Inclusion-Sub-Title to be determined
Proposed date: Tuesday, October 27, 2019 – 8:00am-11:30am
Location: Camden County Boat House, Park Blvd, Pennsauken, NJ

Jim asked Kathleen Varallo, Administrative Assistant, WDB, to review the first agenda item regarding a name for the upcoming Abilities Event. Kathleen explained that in years past the committee chose the name “Strategies for Workplace Inclusion” and then added a subtitle that would describe the content of the workshop. Her question posed to the committee was about keeping the same main title and adding a sub-title or change the entire name of the program for this year. Jim asked the committee for their thoughts regarding the name of the program. Monica asked if there was a sub-title used last year. Kathleen said the program had the same title for the last two years with a sub-title. Monica said she liked the idea of continuing with the same consistency unless the committee feels that someone will look at the title and think it is the same program. She said it does add consistency and covers the overall mission of the program and what we are about. All agreed. Kathleen said this year’s subject could be added as the sub-title and read “Addressing PTSD” (Post Traumatic Stress Disorder). Jim said naming the sub-title “Veterans and PTSD” would capture everyone’s attention. He said there’s Veterans and PTSD and then there is the overall subject of PTSD in the workplace which is certainly more than just Veterans. All agreed. Kathleen said it will be important to bring out that it is not just a

subject for Veterans and somehow bring that point into the title of the program. She also suggested the overall subject of trauma can be more clearly expressed in the "Save the Date or invite flyer. In many cases, its more than just a Veteran's concern. If we include the panel of Veterans as planned, it will be a big draw to the event. She said the county is onboard to support any types of programs dedicated to subjects for Veterans. Monica said the concern for Veterans is a big topic of discussion and it was mentioned in other meetings that last year's program was so jam packed with information. It was suggested the committee scale it back a little this year so as not to overwhelm the audience with too much information. Jim said the committee discussed a speaker from Bancroft with the expertise of neuropsychology, and someone from the Veterans Bureau of Philadelphia. The Bancroft expert can speak to PTSD in general. He thought it can be controlled by the number of speakers, and the format can be kept to a reasonable level. Kathleen referred to the bullet point listed in the agenda under the program title. She said the committee discussed these items at the last meeting. The speaker could lead the discussion with the panel and bring it around to a general open discussion with HR attendees about the concerns they have experienced in the workplace. The lawyer could speak in terms of laws or accommodations for Veterans and general facts employers would want to know. Jim said he would be looking to understand more about what PTSD is. He is not sure that any non-practitioner truly understands the disorder. He also said that he was not sure that the Human Resource Managers have been aptly educated in that regard. Frank Ciri, Local Area Operations Director, said PTSD is such a complex subject and affects many walks of life. People are just beginning to understand the tip of the ice burg of the impact on much of the population. Its kind of awakening. The Committee discussed the overall impact PTSD has had on society in general as well as the overall impact of overmedication for this disorder on the opioid crisis.

EVENT SPEAKERS AND WORKSHOP AGENDA

Jim said it will be important to line up the speakers as soon as possible in order to get a jump on promoting the event. He contacted Matt Verney, Vice Chair WDB, and former Vet., who is very involved with Veterans groups in the local area. Jim will be following up with Matt about speaker candidates. Kathleen said that Lois Forman Bancroft, had asked for advance notice from the Committee about scheduling a Neuropsychologist from Bancroft for the event. Kathleen also said that Jeanne Page-Soncrant, Business Service Rep., Camden County sent her a photo of a tour she conducted at Cooper University Healthcare for Regional BSR's. One photo showed a trauma unit housed at Cooper. Upon further research she discovered that Cooper has one of the only training centers in the country for Veteran Field Medical Trauma Units. Kathleen contacted Jeanne to get a contact for the head of that training department as a potential speaker for the event. That person might, if willing, be a great mediator to lead the panel of Veterans who have suffered from the effects of PTSD. Monica asked for clarification about how many speakers are expected. Jim said the plan discussed at the last meeting was to host one speaker and panel, a Neuropsychologist to explain the over all subject, and maybe a lawyer to give updates to accommodation laws regarding PTSD. All agreed that the program should be limited to no more than three speakers.

OUTREACH OPPORTUNITES

Jim reported that Jennifer Veneziani, Program Planning and Development Specialist, NJ Division of Vocational Rehabilitation Services, is scheduled to be the guest speaker at the next Tri-State

SHRM breakfast meeting Thursday, April 2nd at the Westin Hotel, Mt. Laurel. She has agreed to promote any materials or events being organized by the WDB and Abilities Committee. He said it may be bit of a scramble or the committee but if we at least confirm the agenda, the County Communications and Outreach Department is queued up and ready to produce a “Save the Date” or flyer invite. Jennifer will bring them to that SHRM event. That would give us a good jump start on promoting the event. Kathleen also suggested that committee members who are also SHRM members might attend the breakfast to network and help Jennifer promote the event. The WDB sent out a link to the committee with registration information. Monica said she recommended Jennifer to Tri-State SHRM after hearing her speak at the Strategies event in October. Lois said she will contact the marketing department at Bancroft to see which Neuropsychologist they might designate to speak at the event. She will follow up and get back to the committee. Jim said he will follow up on the Veterans group and report back to the WDB. He said Jennifer’s representation at the breakfast will be a good opportunity to further relations between the WDB and Tri-State SHRM. She is a great speaker and will do a good job. All agreed.

Kathleen reported that she sent a notice for a workplace inclusion webinar opportunity to attendees of the workshop as a way of keeping in touch with them as discussed at the last meeting. She also added a “Save the Date” notice about the Strategies event, which is confirmed for Tuesday, October 27th at the Camden County Boathouse.

COMMITTEE UPDATES

The Committee discussed concerns about COVID-19 response efforts. Frank said he is working with local and state officials to create continuity of service and contingency plans for the One-Stop. As everything evolves the One-Stop will evolve with it. He has also been in touch with the health department to keep updated about the proper protocol for public access during this type of crisis.

Monica reported that she contacted the president of the local Tri-State SHRM chapter with the intention of getting on to their board meeting agenda to speak about expanding partnerships with the WDB. All things being as they are it was put on hold for reasons of more pressing concerns. Some of their committees are starting to close out for the year because the end of their business year is in June. The new business year will start in September so there might be an opportunity to link up to one or more committees to find ways of working together in the new business year. She also reported Professors at Rowan are being asked to provide plans for teaching the rest of semester classes online.

Lois reported that she sent a flyer to the WDB about an upcoming event scheduled to be hosted at Bancroft and sponsored by Subaru. The lunch and learn series for hiring decision-makers, includes two parts.

Part 1 – How Neurodiversity Can Help Your Bottom Line, April 22, Bancroft, Welsh Campus, 311 Walton Ave. Mt Laurel. A panel discussion led by local business leaders and employment experts from Bancroft who provide support to many reliable, talented, candidates and specialize in finding the right match for both employer and employee.

Part 2 – A Reverse Job Fair, May 12, Welsh Campus. An opportunity to meet with Bancroft’s highly motivated and capable job seekers in a comfortable environment in which they can truly show their talents.

Jim thanked the committee for their contributions to the meeting and suggested that the next meeting be hosted as a conference call in case of business closures due to COVID-19 response efforts.

NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, April 9th, 2020 at 8:30am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003.

Submitted by

Kathleen Varallo

Administrative Assistant