

ABILITIES COMMITTEE MINUTES
THURSDAY, JULY 9, 2020 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		14-Jan-20	13-Feb-20	12-Mar-20	9-Apr-20	14-May-20	11-Jun-20	9-Jul-20
Maggioncalda, Jim CHAIR	TFG Management Services	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ							
Cirii, Frank	Local Area Operations Director	X		X	X	X	X	X
Deitz, Jeffery	Division of Vocational Rehabilitation Services							
Donato, Carl	Wawa	X	X		X	X	X	X
Forman, Lois	Bancroft	X	X	X	X	X	X	X
Fugee, Antoinette	Center for Family Services		X					
Hale, Dawn	The Arc of Camden County	X			X	X	X	
Lucas, Angela	JEVS HireAbility		X			X		
Marks, Karen	Jewish Family & Children Service of Southern NJ			X		X	X	
McClintock, Monica	Adjunct Professor, Rowan University		X	X	X	X	X	X
Mills, Jay	NJ Commission for the Blind and Visually Impaired						X	
Smith, Veda	Camden County Independent Living Center		X		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	
Varallo Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X

WELCOME

Jim Maggioncalda, Abilities Chair, welcomed attendees to the Zoom meeting and thanked them for attending.

EVENT UPDATES

Event: “Veterans and PTSD-Strategies for Workplace Inclusion”

Proposed date: Tuesday, October 27, 2019 – 8:00am-11:30am

Location: Camden County Boat House, Park Blvd, Pennsauken, NJ

Jim noted that he and other members of the Abilities Committee will be convening a conference call today, July 9th at 10:30am with Timothy P. Galvin MSN, RN, CCRN, Maj, DANG Administrator for Section of Military, Diplomatic, and Field Surgical Affairs, Cooper University Health Care, and other members of his team. They have offered the agenda for the “Strategies for Workplace Inclusion” event on October 27th. He invited other members of the committee to attend the call. He also reported that he contacted Lou Lesig, Attorney, and has not heard back from him about speaking at the event. Monica McClintock, Adjunct Professor, Rowan University, said Lou is now Director of the Business Council, Tri-State SHRM, so he may be very busy.

Carl Donato, Talent Acquisition Specialist, Wawa, said the last conference call with Tim and the team at Cooper was more than great and they offered a variety of information and suggestions. They basically offered the entire program. Carl said he would like the opportunity to moderate the panel at the event. He did get one Veteran to commit to being on the panel discussion about personal experiences with PTSD. He will wait until after the call with Cooper

to ask other possible candidates. If they fill in the agenda, and the committee is comfortable that it is complete without a panel that will be fine too.

Jim asked the committee if they had any concerns with giving the agenda over to the team at Cooper. The Committee agreed to move forward with whatever they offer. Kathleen Varallo, Administrative Assistant, WDB, said she was pleasantly surprised with the first call, and this second call will bring in more of the Cooper team to discuss the agenda. It looks like they are onboard with a whole plan for the event. Lois Foreman asked if Kathleen would prepare some notes about the outcome of the call. Kathleen said she will send out the call information to the committee for those available to attend the call as well.

Jim noted that if the Cooper team does not conduct a panel discussion there should at least be time in the program for plenty of participant questions. That will be an important component of this particular discussion about the subject of PTSD. All agreed with Jim on that point.

Kathleen noted that she inserted some biographical information about Steve Ravitz, Ravitz Family Markets, Shoprites in to the minutes of the last meeting. The information was taken from an article published about him online. She researched the information so the committee would understand Jim's point about how dedicated Steve was to the community and why we'll want to honor him in some way at the upcoming event. Jim asked for any updates about the WDB honoring him. Kathleen said she will be sending proclamation requests to the Freeholders and State offices. Once we know they will be received, the committee can reach out to a family member and invite them to accept honors on his behalf at the event.

Kathleen reported that she tried to follow up on the contact Lois had given her for Bancroft. She has not received any return call yet. The offices may still be closed due to the state of emergency. The call with the Cooper team will give us more information about the need to include a Neuropsychologist from Bancroft. Lois said she may have another contact for someone who actually works for Cooper University Healthcare. She suggested that Kathleen contact Bancroft by email because most administrative staff may be working from home.

Jim asked Kathleen for sponsor updates. Kathleen said there are no new reports about event sponsorship. Once the agenda can be put on paper, it will be inserted into the sponsor letter. Jim asked Carl if he thought that Cooper might contribute some sponsorship. Carl said they seemed grateful to have the platform to offer the agenda and it may be a possibility. Kathleen said she proactively looked into the Cooper Foundation. There are date deadlines for applying to their Foundation which have passed for this year. She said there may be other contacts that can be approached. Carl also suggested the committee will still have time to apply to Wawa for some in-kind donations to the event. The Wawa Foundation is active and committed to the community. Kathleen suggested, going on the premise of in-kind donations, the committee discussed giving out gift bags to attendees. She said Lois had also suggested that a full buffet breakfast may not necessarily be well received by attendees with to concerns about COVID. We

may consider offering packaged snacks, fruit and water in those gift bags. Kathleen said she looked at the Wawa Foundation website. She did not set up a profile yet and may need some further direction on that. Monica asked if letters were sent to the list of law firms she sent to the WDB. Kathleen said once there is an agenda to write about, she will be able to send out the letters. The Committee discussed sponsorship ideas. All agreed that the sponsorship push will be clearer once the agenda can be released to the public. Lois cautioned the sooner the better because most sponsors will want the information well in advance of the event. Carl offered to use social media outlets to create awareness about the event and solicit sponsors. He said as long as the message is consistent, it can be shared by the WDB and other members of the committee. Since the event is centered on Veterans, many people will want to help and support them. Kathleen said getting sponsor information into the gift bag will be another benefit to sponsorship.

COMMITTEE UPDATES

Jim asked the committee to give updates about the current statuses of their personal work or organizational developments, events or information.

Carl Donato, Talent Acquisition Specialist, Wawa, reported operations are running smoothly and hiring is a priority right now as business is getting busier. Sales are coming back strong. The biggest challenge is ensuring safety protocols in the stores. Associates are facing some push back from customers about the requirement of wearing face masks upon entering the stores.

Frank Cirii, Local Area Operation Director, reported that the One-Stop is currently closed to public access. All county staff has returned to work and are following the safety plan written by the One-Stop and approved by the County, Health Department and WDB. Some furlough, remote work and budgetary concerns are still in place for state workers. The One-Stop is moving toward more remote service delivery such as a video orientation. The One-Stop also made the purchase of the "QLess" software scheduling system. All partners will be able to use the application to connect with customers, schedule appointments and track the flow of customers into the facility once it opens to the public. All public access will be by appointment only. The One-Stop is also providing Learning Link and Career Club services in a remote way. We are also streamlining the training voucher process so there is less paperwork going back and forth and travel for the customer by utilizing a digital signature system. Operations are going smoothly with staff getting back to work. All staff received a package with personal protection masks, gloves, hand sanitizer and wipes for their personal workspace area and everyone's temperature is scanned when they report to work. The biggest concern for the One-Stop is that the Unemployment Division will not be seeing customers with claim issues when the facility opens to public access. Barriers have been set up in front of the facility for safety reasons. Customers are showing up asking for help with their claims. The One-Stop is ready and prepared for by appointment only customer contact when the State allows re-opening.

Lois Forman reported that she will be working on a project relative to the work of the committee. She will update the committee with more information, at the next meeting, once the project is confirmed. She is enjoying the transition time and is involved with the planning of her son's wedding.

Denise Taguwa, DOL reported she is working alternately and remotely. There is not much to report at this time.

Monica McClintock, Adjunct Professor, Rowan University, reported the Tri-State SHRM has been focused on their ZOOM sessions, hosting free HR roundtables to discuss employer issues and concerns about re-opening the economy. She participated in one of the roundtables that addressed antiracism. There is a roundtable being hosted this afternoon about diversity, inclusion and belonging. There is another roundtable scheduled in August on micro-aggressions. Much of the focus of the current roundtable discussions have centered around racism today. HR and employer professionals are welcome to visit the website at www.tristatehr.org, and click on events to register for events. There is a small fee to attend. The new business year starts in September. The board will be meeting and releasing their agenda for the coming year to members.

Kathleen Varallo, Administrative Assistant, WDB reported the WDB did receive a grant for the Summer Youth Employment program. It was accepted with a modification to reduce the amount of youth participants served due to the state of emergency. The WDB was able to identify three worksites that could provide safe opportunities and some remote work for 20 youth. She reported the Atlantic City Training Initiative grant has been stalled due to the state of emergency. Participants are being offered an online course paid for by the grant, while they await the re-start of training. There has been a new representative appointed by ACE to coordinate with the WDB Directors and Course Instructors. He has taken great interest in re-organizing efforts to create more hiring opportunities with electrical contractors ACE works with. The team will be planning an employer information session, hosted by ACE, for some time in the fall. The other WDB committee outreach efforts are on hold as well. The WDB continues to share online resources and information, as it is received, with the public via committee emails and social media platforms. The WDB has completed all state required certifications and is awaiting feedback and further guidance about updating our regional and local strategic plans. Current plans are posted to our website. www.ccwib.com

Jim thanked the committee for attending and asked Kathleen to send the resend dial-in information for the conference call with Cooper University Healthcare.

NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, August 13, 2020 at 10:00am at the WDB office, 1111 Marlkress Road, Suite 101, Cherry Hill, NJ 08003. This meeting will be conducted as a Zoom meeting. A notice will be sent out with a link and sign on information.

Submitted by

Kathleen Varallo

Administrative Assistant