



# Camden County Workforce Development Board

Supporting the Development and Retention of a World Class Workforce

Gregg T. DeBaere, Chair  
Jeffrey S. Swartz, Executive Director

## ABILITIES COMMITTEE MEETING MINUTES JANUARY 12, 2016

### ATTENDANCE

Members		Meeting Dates						
		14-Jul	11-Aug	1-Sep	10-Nov	12-Jan		
<b>Maggio, Jim CHAIR</b>	TFG/Judge Group			X				
Abrams, Barbara	Jewish Family & Children Service of Southern NJ							
Bowman, Cynthia	Shoprite							
Cipolla, Joe	Jewish Employment and Vocational Services					X		
Davis, Anthony	Mental Services of Southwestern New Jersey	X	X			X		
Deifz, Jeffery	Division of Vocational Rehabilitation Services	X			X	X		
Forman, Lois	Independent Rehabilitation Jewish Family & Children Svcs		X	X		X		
Gismonde, Bernadette	Camden County College							
Kinzey, Joann	Camden County College				X			
Lombardo, Rick	Target Stores	X						
Lope, Krista	NJ Division of Vocational and Rehabilitation Services		X					
Lucas, Angela	Jewish Employment and Vocational Services		X	X	X	X		
Monturano, Melanie	Camden County College							
Panzatelli, Joseph	Camden County College							
Perez, Irene	Division of Vocational Rehabilitation Services							
Pollard, Sheila	Camden County DVRS							X
Stettler, Mark	T & M Associates							X
Tumolillo, Terry	Voice Print		X					
Waltz, Julie	ARC of Camden County				X			
Wesley, Allen	ARI							
Swartz, Jeffrey S., Exec. Director	WDB	X	X	X		X		
Cruz, Wanda	WDB	X	X	X	X			
Naroden, Eric	WDB Intern							
Primas, Theo	WDB							
Stubblefield, Lelia	WDB						X	
Williams, Leslie	WDB							
Guest								
Antonakakis, Stavros	Stamton Chapel Insurance Associates							X
Luzi, Domic	Rightside Labs							X

## WELCOME

Jeffrey Swartz welcomed attendees, in Jim Maggio's absence and asked for roundtable introductions.

## Schedule A Update

The Schedule A Event went extremely well. New Jersey Department of Labor, Chief of Staff Gary Hasenbalg was in attendance at the event. Jeffery Dietz stated Mr. Hasenbalg was engaged with employers and staff. Jeffery publicly thanked him for attending the event. Jeffrey Swartz explained a Schedule A Event is a federally funded job fair that Camden County host through the Division of Vocational Rehabilitation. Camden County has employers from the Federal government and private sector who hire individuals currently served by DVR. These individuals may be hired on the spot or after a series of interviews. Angela added there were ten (10) Federal employers and eight (8) Federal contractors at the event. Eighty five (85) people had a scheduled interview, thirty-five (35) had multiple interviews, fourteen veterans were interviewed and nine walk-ins were interviewed. Two employers were recognized for hiring individuals from the previous year's Schedule A event, which were L-3 Communications and US Medical.

Keith Davis gave members feedback from an individual who had a great experience at the event and was very appreciative for the opportunity.

Jeffery Dietz also mentioned his office will partner with the Office of Vocational Rehabilitation in Philadelphia to host a Schedule A Event twice a year. This event is funded by the county versus federal funding and focuses primarily on finding jobs for people with disabilities. The Schedule A Event has been in existence for six years and now has its own website.

## Guest-Dominic Luzi and Stavros Antonakakis

Jeffrey Swartz introduced Dominic and Stavros to the committee. Dominic gave a brief background of his non-profit organization and how the Abilities Committee and his organization could work together. Dominic's goal is to partner with companies to help them understand how young adults and adults with disabilities can work more efficiently in their companies and obtain an understanding from their companies of the skill set they are looking to hire. Dominic also wants to provide more opportunities for young adults and adults with disabilities to gain employment and live independently. He is currently working with NJ Manufactures Insurance Company.

Joe Cipolla mentioned that Wells Fargo has a group in their company called Diverse Ability and also has a network called Teen Networks. Joe also added that Wells Fargo has programs to diversify their workforce. They have specific groups in their organization that support individuals with disabilities and encourage recruitment of people with a disability. Anthony Davis indicated there are several companies willing to hire people with disabilities but getting companies over their biases has been an issue. They have misconceptions and assumptions that people with disabilities cannot work. The battle is to show employers these individuals can work. Lois Forman added Sodexo has a diversity team and has a disability awareness committee that is national.

Anthony Davis inquired how Dominic's company originated. Dominic informed the committee that a mother who has a son with a disability called him and expressed her concerns. She has a son who has the full potential to work at a business other than folding towels or be a bus person working in a cafeteria. Dominic asked, "Why are our kids limited when they have potential to do a lot more?" Dominic stated his organization wants to reach out to three to five companies and inform them of the abilities they can bring to their company. The committee discussed there are some people who look at individuals with a disability, see only their challenges, and not their ability. We need to change that image and turn that negative image into a positive image, focus on the ability and not the disability.

Angela Lucas told the members that DVR has a trial work experience for individuals who have significant challenges. They will do an assessment to become familiar with the individual before placement.

Jeffrey Swartz explained to Dominic the Hire One Event is hosted by the Literacy and Abilities committee jointly. The goal is to hire one individual. We focus on hiring individuals with disabilities, previous incarcerated and veterans. The Hire One event creates awareness among employers. Jeffrey added, the Ravitz Family Shoprite's are big supporters of the WDB. Jeffrey informed Dominic that CCWDB has thirty-five board members, six committees and approximately one hundred volunteers. Jeffrey also said CCWDB can assist with his organization.

Jeffrey asked Dominic and Stavros what is their full time profession. Stavros informed the committee he is employed at Stanton Insurance Company in Cherry Hill, NJ. Dominic stated he is a "polisher of diamonds" meaning if there is a business that is doing satisfactory or well, he can figure out ways to take them to a higher level and be leaders in their field. He stated it is transitional work. He gets businesses to think out of the box, to grow and become a world class organization. Dominic also works at Rightside Lab. Rightside Lab's Inc. provides digital tools that measure, engage and respond to customers and employees subconscious signals as they interact with digital environments.

#### Goals and Events

- May, 2016- Forum on Creating Awareness (invite several Guest Speakers to participate) Thorkil Sonne, Jose from SAP and a Representative from NJ Manufacturers. Angela will check the availability at Camden County College and Lois will check availability at the 1721 location.
- Continue Schedule A Events
- Job fair event is scheduled for March 17, 2016 at Camden County College
- Invite Private Sector individuals to join the committee
- Promote School District involvement
- Panel Discussions
- Showcase (success stories by sharing testimonials)
- October 2016 recognize employers
- October 2016 Disability Month (creating an awareness focusing on Autism).

Jeffrey will discuss goals and events with Jim Maggio, Abilities Chair. Jeffrey also welcomed Dominic and Stavros to attend the Abilities Committee monthly meetings.

#### NEXT MEETING

The next Abilities Committee meeting is scheduled for February 9, 2016 at 9:00 a.m. Location to be determined.

Submitted by,

*Lelia Stubblefield*

Administrative Assistant