



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 FEBRUARY 9, 2016

ATTENDANCE

Members		Meeting Dates						
		14-Jul	11-Aug	1-Sep	10-Nov	12-Jan	9-Feb	
Maggio, Jim CHAIR	TFG/Judge Group			X				
Abrams, Barbara	Jewish Family & Children Service of Southern NJ						X	
Bowman, Cynthia	Shoprite							
Cipolla, Joe	Jewish Employment and Vocational Services					X	X	
Davis, Anthony	Mental Services of Southwestern New Jersey	X	X			X	X	
Deifz, Jeffery	Division of Vocational Rehabilitation Services	X			X	X	X	
Forman, Lois	Independent Rehabilitation Jewish Family & Children Svcs		X	X		X	X	
Gismonde, Bernadette	Camden County College						X	
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							
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	X	
Cruz, Wanda	WDB	X	X	X	X			
Naroden, Eric	WDB Intern							
Primas, Theo	WDB							
Stubblefield, Lelia	WDB					X	X	
Williams, Leslie	WDB							
Guest								
Antonakakis, Stavros	Stamton Chapel Insurance Associates					X		
Luzi, Domonic	Rightside Labs					X		

WELCOME

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

Jeff explained to members that Dominic Luzi and Stavros Antonakakis were guest at the previous meeting and Dominic expressed his concerns regarding autism. Jeff extended an invite to Dominic and Stavros to attend the Abilities committee meeting to observe what Camden County Workforce Development does. Dominic wants his organization to become involved with Camden County. Jeff also told members that Dominic has contacts with the Manufacturing Insurance Association and Dominic also reached out to a representative from SAP.

Event Update

- The Abilities Committee will host the event jointly with the Literacy Committee.
- Angel has available dates for the event.
- The committee discussed having the event on Friday, June 3, 2016 from 9:00a.m. -11 a.m.
- Invite Thokil Sonne to speak at the event.

Joe Cipolla informed member that an event he attended Thorkil Sonne invited the president of CAI to speak about individuals they have hired on the spectrum and how their company incorporated techniques on hiring people on the spectrum.

Barbara Abrams suggested having a panel at the event. The panel should consist of a representative from SAP, provider agencies, and a current employee who has been hired. Joe added that an event he attended, providers, employers and a software developer were on the panel for discussion.

Jeff said many of people of the autism spectrum are qualified to work in high tech companies. Jeff suggested looking at specific companies that the committee can invite to attend the event (e.g. banks, insurance companies). Jeff also suggested inviting SAP and Thorkil Sonne to participate on the panel discussion.

Lois Forman recommended sending out a need assessment to large companies to see what positions companies are having difficulties filling. Lois said Holtec is a large company and maybe they are having trouble filling positions they have available. Lois further said to generate a list of companies and send the assessment to employers. Once the responses are received, invite the companies to the event. Lois said these employers could see how the event is a great resource to fill positions available in their company. Jeff explained to the committee what Holtec does and what jobs Holtec is seeking to hire.

Jeff also suggested creating a flyer and send a blast email to companies asking employers are they having trouble filling positions in the untapped pool of applicants. Jeff stated the committee would invite employers to hear a panel discussion regarding the autism spectrum. Jeff added as part of the panel discussion; give an overview of autism (misconception and the capabilities of these individuals). Jeff also mention for members to reach out to employers and see if they have hired individuals on the autism spectrum and invite the employer and the employee(s) to the event and give a testimony. Barbara Abrams suggested sending employers a SAVE-THE-DATE for the event. Barbara also suggested having a clinical professional (Psychologist) to provide an overview to educate the community regarding autism. This will allow the community to ask questions to the panelist.

Anthony Davis said testimonies are the most important aspect. Anthony told members that a conference he attended, the VP of a company talked about how the company had to make accommodations for a person they hired and as a result, the company changed their operating system. Anthony stated as the company went to universal design, the company saw how it was beneficial not only to the disable employees but all employees.

Jeff mentioned contacting the HR personnel from Society for Human Resource Management (SHRM) to see if they can provide a list of companies to invite to the event. Jeff explained to members that Leslie Williams is a member of SHRM and Jeff asked Leslie if she could obtain a list from SHRM. Leslie mentioned that Jim Maggio is part of the local chapter of SHRM and she will reach out to Jim regarding the distribution list of companies.

Jeff informed members of the Job Fair scheduled for March 17, 2016 at Camden County College. Individuals who are interested in participating in the Job Fair can contact Debbie Sutherland at the One-Stop. Bernadette Gismonde stated on March 10, 2016 a workshop for interviewing skills will be held at Camden County College from 10 a.m.-1 p.m.

Jeff asked members to invite private sectors to meetings. Jeff wants to invite Daniel Farber from Bright Lights to attend the Abilities meetings. Barbara will contact Daniel Farber and invite him to attend the meetings. Joe will contact a person from Xerox. Jeff will reach out to West Allen and invite him to attend the Abilities meetings.

Jeff reviewed strategy number twelve on the Strategic Plan with the committee members. Jeff stated Suited for Work campaign was a success. Jeff acknowledged Vito Palo on an outstanding job he achieved with the program. Jeff stated Vito conducted the Suited for work program with high school seniors and integrated the program for youth at the Youth One-Stop. Jeff also said Vito visited High Schools and talked with the High School guidance counselors and seniors on how it is important to dress appropriately. Jeffery stated the counselors still give a presentation and meet with students on how to dress appropriately for interviews. Jeff said from the State's perspective and the WIOA law, the focus is on out-of-school youth, which is the population Camden County is addressing. Jeff told member that he has contacted Assemblywoman Pam Lampitt to get a legislation drafted that would require the school district to provide Camden County a list of students who have dropped out-of-school. The school districts will be required to provide a list to CCWDB twice a year. Jeff stated the process is moving forward. Anthony added unemployed youth changes the labor participation rate, which is different from the unemployment rate. Anthony said the labor participation rate numbers is what he follows. Anthony stated usually for Camden, it is between 75% -79%; however, when comparing the general population with the disable population, the labor market participation for the disable population has decrease from 56% to 49%. Anthony said the gap is what he is focusing on, getting the disable population up to the general population. Anthony said the gap has decreased over the last five years.

Members Update

Jeffery Dietz informed members that he wants to train DVR and OVR staff on Schedule "A" as an agency event. Jeffery has an upcoming meeting scheduled with Allison on the 18th of February regarding the training. Jeffery thanked Jeff for his support of the Schedule "A" event and Jeffery stated that the previous Scheduled "A" event was the best DVR had. Jeffery also mentioned that the Department of Labor is having a one-day event to hire individuals as secretaries. Barbara asked Jeffery does he have the number of people hired as a result from the event. Jeffery stated probably fifty people were hired. Jeffery told members that Irene Perez has the total numbers of people that were hired since the Schedule "A" event started. Jeffery will provide committee members with the number of people hired at the next Abilities meeting. Jeffery also said that the hired rate has increased 25% and they are hiring the targeted group.

Joe informed members that JEVS is the operator of the One-Stop. Joe said that his office is trying to develop awareness and integrate services for people with disabilities as well as the general public. Joe stated he informed his boss about what Camden County is doing is inspiring and their goal is to form an Abilities committee.

Barbara told members that Soup and Sweets program just became eligible on the Employer Training Partners List (ETPL). Jeff explained what the ETPL is and told members in order to provide funding for an entity the company has to be on the ETPL. Jeff said Theo Primas the CCWDB Program Monitor could assist with the process. CCWDB can provide companies with referrals and funding. Anthony added most State Departments require a company to be on the list and must be an approved school. In addition, Lois asked where a company applies for a Community Block Grant and asked is the grant applied through CCWDB. Jeff explained to members where a company has to go to apply for the grant.

Anthony informed members that his director Ms. Reynolds is retiring and he is the Interim Director.

Jeffery said that several of his co-workers went to a two-day training with project search. The program is through a children hospital in Cincinnati for individuals on the spectrum. Jeffery said that individuals who enrolled in the training program will not attend a school; each individual will train directly with the employer. Jeffery also mentioned that he had a meeting with Virtua Hospital regarding the training program. The program is a nine month training program and Virtua Hospital is not teaching job specifics, they are teaching skill sets. Jeffery invited Jeff to attend the scheduled meeting on March 29, 2016. Barbara added these individuals have three 200 hundred hour training for jobs that are needed in the community. Barbara also said that she wants Jeff to be on Business Advisory Council (BAC). The BAC meets five times a year and they are in four hundred locations and 7 countries internationally.

Bernadette informed members that Camden County College President Raymond Yannuzzi is returning to teaching and the College is in the process of searching for a new president. The College presently has four candidates for the position. Bernadette also said the Garden State Pathway Program grant has ended. The college is looking for funding to continue the program.

Lois informed member that Independent Rehabilitation Jewish Family and Children Services (IRJFCS) is starting a new program for their clients/patients who have maximized their insurance coverage and can no longer get services provided to them. IRJFCS is looking to start classes for these individuals to help them maintain contact with the professional rehabilitation team as well as socialization at a lower cost that is specific for the brain injury population.

Event Overview

- The Abilities Committee will host the event jointly with the Literacy Committee.
- The committee discussed having the event on Friday, June 3, 2016 from 9:00a.m. -11 a.m.
- Dominic has reached out to a representative from the NJ Manufactures and SAP.
- Jeff will contact Thorkil Sonne.
- Jim Maggio will be the moderator.
- Soup and Sweet will cater the event (Barbara will see if they are available).

Goals and Events

- Panel Discussions (Creating Awareness on Autism inviting several Guest Speakers to participate) Thorkil Sonne, Jose from SAP, a Representative from NJ Manufacturers and a Psychologist.

- Continue Schedule “A” Events
- Camden County College Job fair scheduled for March 17, 2016.
- Invite Private Sector individuals to join the committee.
- Promote School District involvement.
- Showcases (success stories by sharing testimonials).
- Schedule a Disability event in October and recognize employers.

NEXT MEETING

The next Abilities Committee meeting is scheduled for March 8, 2016 at 9:00 a.m. at the Camden County Workforce Development Board Office.

Submitted by,

Lelia Stubblefield

Administrative Assistant