



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 AND LITERACY COMMITTEE MEETING MINUTES JULY 12, 2016

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		DATE
		07/12/16
Maggio, Jim CHAIR	TFG/Judge Group	
Abrams, Barbara	Jewish Family & Children Service of Southern NJ	
Bowman, Cynthia	Shoprite	
Cipolla, Joe	Jewish Employment and Vocational Services	
Davis, Anthony	Mental Services of Southwestern New Jersey	
Deitz, Jeffery	Division of Vocational Rehabilitation Services	X
Forman, Lois	Independent Rehabilitation Jewish Family & Children Svcs	X
Geoffrey, Taylor	NJ DOL DVOP	
Gismonde, Bernadette	Camden County College	
Kinzey, Joann	Camden County College	
Lombardo, Rick	Target Stores	
Lope, Krista	NJ Division of Vocational and Rehabilitation Services	
Lucas, Angela	Jewish Employment and Vocational Services	
Monturano, Melanie	Camden County College	
Newman, Jason	NJ DOL DVOP	
Panzatelli, Joseph	Camden County College	
Perez, Irene	Division of Vocational Rehabilitation Services	
Pollard, Sheila	Camden County DVRS	
Stettler, Mark	T & M Associates	
Tumolillo, Terry	Voice Print	
Waltz, Julie	ARC of Camden County	
Wesley, Allen	ARI	
Swartz, Jeffrey S., Exec. Director	WDB	
Varallo Kathleen	WDB	X
Naroden, Eric	WDB Intern	
Primas, Theo	WDB	
Stubblefield, Lelia	WDB	
Williams, Leslie	WDB	X
Guest: Pryor, Regina	LWD Division of Workforce Operations and Business Svcs.	X

ATTENDANCE – LITERACY COMMITTEE

MEMBERS		Meeting Dates
		07/12/16
Brahl, Ken CHAIR	Ravitz Family Shoprites	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ	
Beach, Patti	Camden County One-Stop	
Biondi, John	IBEW	
Bowman, Cynthia	ShopRite Stores	
Cleveland, Jennifer	Burlington County Title II Consortium	
Dann, Carol	Camden County College	
Hicks, Rosemari	RHC Consulting	
Kalitan, Marlyn	Kalitan Consulting	
Knopf, Dick	Marketing Professional Services	X
Rogers, Sharon	Rowan College at Burlington County	
Schmoll, Harry	Retired Attorney	
Weir, Barbara	Burlington County WIB	
Young, Jennifer	Verizon	
Swartz, Jeffrey S., Exec. Director	WDB	
Primas, Theo	WDB	
Stubblefield, Lelia	WDB	
Naroden, Eric	WDB Intern	
Varallo, Kathleen	WDB	X
Williams, Leslie J	WDB	X
Guest - Regina Pryor	LWD-Div. of Workforce Operations and Business Services	X

WELCOME

Ken Brahl, called the meeting to order, welcomed attendees and asked for roundtable introductions.

Regina Pryor, a guest to the meeting, gave a brief description of her new position with the State.

The Division of Workforce Operations and Business Services has established the Office of WIOA Technical Assistance and Capacity Building led by John Bicica. This office is responsible for providing technical assistance to all one-stop system partners regarding WIOA compliance. This technical assistance will include general information on eligibility determination, assessment and development of individual services strategies for youth, and targeted assistance, as necessary, based on findings in monitoring reports issued by the Office of Internal Audit. Regina expressed interest in working with all of the WDB committees as her schedule allows.

HIRE-ONE

Ken gave a brief history of the Hire-One Program. The program was created several years ago with a vision that every employer in Camden County could be encouraged to hire just one person from populations with barriers to employment (i.e. veterans, previous incarcerated and persons with disabilities).

DISPELLING THE MYTHS: GENERAL PROGRAM UPDATE:

- Lois Forman noted that the “Save-the-Date” flyer, presented at the meeting, needed some additional changes. She made some suggestions and asked the committee for other revisions. Ken asked that the revised flyer be sent out to the committee electronically for final approval before distributing it. .

- Lois and Jeff Deitz stated the correct title should read “Dispelling the Myths The New Business Model.” The event will focus on individuals with disabilities having demonstrated success working in a variety of industries as well as company leaders who have recognized the value of inclusive hiring practices.
- The Panel will consist of representatives tentatively booked from SAP, Walgreens, Becker’s School Supplies, TD Bank & the Department of Vocational Rehabilitation
- Barbara Abrams informed the committee via email that she reserved the room at the Jewish Federation Annex for October 21st, 2016. She has also arranged for the audio-visual assistant and for a Continental Breakfast catered by Soups and Sweets Training Program. Barbara also requested that we inform her of any additional technology needs our panelists may need.

GUEST OR KEYNOTE SPEAKER UPDATE

Dick Knopf made the original connection to Peg Monaghan, SAP Global Storage Coordinator, Foundation Service and AutismAtWork Mentor. She had agreed to speak at the event. Dick asked the committee if it would be helpful to have her attend a joint meeting prior to the event. Committee members present would welcome the opportunity to speak with her, however they thought it might not be necessary. Leslie Williams, Comptroller WDB suggested she might dial in to the next joint meeting via conference call.

Dick said he would reach out to Peg Monaghan again to finalize and confirm her appearance at the event. She will be included in the panel discussion as well.

PANELIST & PROGRAM UPDATE

The committee discussed the general format and layout of the event. It was decided to begin the event ½ hour earlier since there is so much information to cover.

The program format would run as follows:

- Registration/Continental Breakfast and Networking 8:30-9:00am
- Introductions – Jeff S. Swartz (5 min)
- Guest Speaker – Peg Monaghan, SAP (Dick or Ken will introduce the speaker) (25min)
- Panel Introduction and Moderator - Jim Maggio (Jim has been confirmed by Jeff Swartz.)
- Panel Discussion – Each panelist will be given 8-10 minutes to introduce themselves and speak about their company’s best hiring practices, special programs and successes with disability inclusion. (Approximate time allotment 9:45-10:45)
- Ken Brahl will make a brief presentation about the CCWDB’s Hire-One program.
- Success Story- This presentation will highlight an individual with a disability that has completed training related to their employment and has successfully entered the workforce. Lois Forman said Barbra Abrams offered to ask a highly functioning Autistic client of Jewish Family Services who currently works for Bancroft if he would agree to speak. He is a very articulate speaker. He may be a great choice to showcase as a success story even though he works in a different industry. Lois will get back in touch with Barbara to have her reach out to the success story candidate again.
- Jeff or Ken will make closing remarks and thank the event sponsors.
- An exhibition area will be set up for employers and job seekers

- Soups and Sweets, the Culinary Training Program for the Jewish Federation will cater the continental breakfast. Lois complimented the program and assured the committee of their professional presentation.

Regina Pryor suggested inviting other government agencies that serve persons with disabilities. Dick inquired how we could highlight work opportunities in government agencies for employment of persons with disabilities. The committee suggested that Jeff Dietz serve on the panel and make a presentation about the NJ Department of Labor Vocational Rehabilitation's Annual Schedule-A Event. This event is held each year in December to create awareness and recruit pre-screened persons with disabilities.

Ken also suggested setting up tables where employers can speak with someone about the incentives associated with hiring individuals in the Autism spectrum, veterans and individuals previously incarcerated.

Leslie presented a flyer for a Gloucester County Disability Employment Job Fair to be held on Thursday, July 28, 2016. She suggested that if any members of the committee are available to attend, it might be a good way of spreading the word about the upcoming "Dispelling the Myths" event.

Kathleen Varallo, new Administrative Assistant to WDB presented the committee with a "Myths and Facts" hand out that could be made available at the event. The hand out describes some of the myths or roadblocks that interfere with the ability of persons with disabilities to have equality in employment. The committee agreed the hand out might be placed on information table at the event.

Lois also expressed Bancroft's interest in being a sponsor of the event. She approached the marketing department and made them aware of the event during a conversation about National Disabilities Employment Awareness Month. She spoke to Jeff Swartz and he will contact Judy London, at Bancroft, to follow up on their sponsorship commitment. As an additional incentive to their sponsorship Ken told Lois to be sure and offer Bancroft table space at the event.

EVENT MARKETING PLAN UPDATE

Ken spoke about using the employer list from the WDB. He also suggested that all committee members plan on reaching out to their business contacts to invite them to the event.

Lois suggested enlisting the help of a Work Trial person from Bancroft to volunteer at the WDB office to update the "50 Plus" employer list. She will also reach out to the Gloucester and Camden County Chambers of Commerce.

Dick suggested that the flyer be circulated to other committees and to the business service representatives at the One-Stop.

Kathleen informed the committee that Jeff has asked her to update the WDB Facebook page with current public information, upcoming events and other positive committee updates.

Regina asked about the expected audience to the event and how they will be invited. She suggested contacting other WDB directors to let them know about the event. The committee agreed the primary audience should be employers but job seekers with disabilities are welcome to attend as well. Lois said that last year's event drew more providers and family members than employers. Ken is pleased that businesses featured on the panel represent a variety of industries and should have a broader or regional appeal.

Ken suggested that both committees meet at their regularly scheduled meetings in August to conduct regular business. Another joint meeting should be scheduled in September to solidify the details of the "Dispelling the Myths" event.

Meeting Adjourned at 9:17 am.

NEXT MEETING

The next Literacy Committee meeting is scheduled for Tuesday, August 2, 2016 at 8:30 am and the Abilities Committee meeting is scheduled for Tuesday, August 9, 2016 at 9:00M at the WDB office.

***Please Note: A Joint meeting with the Literacy and Abilities Committee will be scheduled for Monday, September 11, 2016 at 8:30am**

Submitted by

Kathleen Varallo
Administrative Assistant requirements