

Committee Members		27-Sep	20-Dec	28-Mar-18	27-Jun-18	
Abrams, Barbara	Jewish Family and Children Services		X			
Arroya, Rosy	CPAC		X			
Banks, Evangeline	Juvenile Justice Commission					
Bryant, Janice	Camden County One-Stop					
Cipolla, Joe	JEVS					
Clark, Jeffrey	Division of Vocational Rehabilitation		X			
Davis, Keith Pastor	Camden Dream Center Technical Training School		X			
DiRenzo, Patti	Camden County One-Stop					
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services		X	X		
Goodman, Dave	HACC Youth Build					
Greffrey, Taylor	Camden County One-Stop - Veteran					
Knoff, Dick	Marketing Professional					
Lombardo, Rick	Target Stores					
Lope, Krista	DVRS			X		
Lucas, Angela	Jewish Employment and Vocational Services					
Maguire, Laurie	Camden County One-Stop, MIS Manager	X	X		X	
Mayor Thomas Weaver	Clemonton					
McCormick, Carol	Camden County College, Business Services	X	X	X	X	X
McKinney, Denise	Respond Inc.	X	X		X	X
Meade, Marie	Camden County One-Stop					
Nicolasa, Medina	Deputy Director, Board of Social Services	X	X	X	x	x
Newman, Jason	NJDOL, Veteran Services		X	X	X	X
Page-Soncrant, Jeanne	LWD, Business Services		X	X		
Pape, Barbara	Camden County One-Stop, Fiscal Manager					
Peterson , Jyi	Camden County One-Stop, Youth Counselor		X			
Rhoton, Daniel	Director, Hopeworks			X		
Rodgers, Danielle	Camden County One-Stop	X	X	X		
Rojas, Lillian	Camden County Board of Social Services	X	X	X		
Sinclair, Nidia	Director, Camden County Career Center		X			
Spagnolia, Ann	Camden County College					
Taylor , Geoffry	Camden County One-Stop, Veteran Services					
Vasquez, Marisol	Camden County One-Stop, Youth Counselor					
Waller, Darchelle	Winslow Township High School	X	X		X	X
Wardlow-Hurley, Rhonda	HACC Youth Build	X	X	X		
Wilson, Janea	NJDOL, Business Services	X				

Guest:		27-Sep	20-Dec	28-Mar-18	27-Jun-18	
Allen, Heather	Health Care Talent Network					
Allen, Mikala	Camden County One-Stop Career Center			X	X	X
Ayscue, Brian	Camden County One Stop Career Center	X		X	x	x
Bezich, Lou	Cooper Health					
Biondi, Ann	Camden County					
Burch, Mona	Image and Attitude				X	
Candelaria, Heather	NJCBI		X			
Cass, Holly	County Administration					
Cassidy, Kathy	Camden County Technical School			X	X	
Covington-Hoess, Christine	CFS			X		
Cerrito, Vincent	RAI				X	
Colquitt, Tammy Dr.	Image and Attitude				X	
Curry, William	Camden County One-Stop, EO Officer			X		
Davis, Sunday	Camden County Career Center	X		X		
Demo-Janowiak, Carolyn	Camden County Board of Social Services	X				
Dennis, Deborah	Camden County One Stop Career Center					
Doblick, Duke	Literacy Assessment Fund				X	
Dombrowski, Joseph	LWD			X		
Donnelly, Besty	Wawa Inc.					
Eisenmann, Kevin	Camden County One Stop			X	X	X
Filipek, Frank	Camden County, Director of Outreach		X			
Forman, Stacy	Director, RHT South Talent Network					
Fussell, Imani	Camden County				X	X
Gatling, Kerri	NJ Dept. of Labor					
Gilani, Raza	America Works of New Jersey, Inc.		X		X	
Gao, Ni						X
Goodman, Steve	Volunteers of America					
Gorrell, Ella	DOL-Camden One-Stop		X			
Guzman, Elizabeth	DVRS				X	
Hanna, Kaina	Camden County College					X
Haynes, Lauren	Retail Hospitality and Tourism Talent Network					
Hentisz, Christine	Director, Board of Social Services		X		x	
Hill, Lauren	Camden County Career Center, Youth Manager			X		
Iannucci, Susan	Camden County College					x
Jeannette, Nancy	Camden County Freeholder Aid	X	X			
Jenkins, Sandra	DOLWD					
Johnson, Shani A.	Camden County College- Camden City					X
Kaur, Kinder	America Works of New Jersey, Inc.				X	
Kinzy, Joann	Camden County College	X			X	X
Guest:		27-Sep	20-Dec	28-Mar-18	27-Jun-18	
LaBant, Alex	LAEDA					
Levitt, Jill	DOLWD			X	X	
Martinez, Marilyn, Dr.	Camden County College, Interim Dean	X	X			
MacEwan, Mike	MacEwan Consulting					X
McGowan, Patricia	Department of Labor	X				
McGraw, Terry	Public Safety					
McKelvey, Chris	LWD	X		X	X	
Miles, Barbara	DOL, Employment Services		X	X		
Miller, Howard	NJLWD					
Minster, Sr. Donna	Camden County Dept.of Children Services					
Nelson, Ieshia	Guest of Success Story				x	
Nguyen, Thang	Camden County Board of Social Services		X			
Pacello, Paul	Atlantic Coast Communications					
Paffenroth, Laura	Camden County					
Perez, Angel	Camden County One Stop		X	X	x	
Price, Bob	Johnson & Towers		X			
Quattrone, Cathy	Camden County Technical School					x
Randazzo, Deanne	CCBSS	X				
Reyes, Alice	Guest of Success Story				x	
Rhodes, Jim	Camden County Deputy Administrator	X				
Rodriguez, Yaneli	Success Story Recipient		X			
Russomanno, Salvatore	Applied Enterprises, LLC				X	
Santone, Joe	Camden County College	X	X			
Shamsid-Dean, Marlene	Success Story Recipient					X
Shanker, Jamie	LAEDA					
Sinkoff, Irv	Camden County College					
Stephens, Sharon	Camden County Resource Center					
Spinelli, Allison	Cumberland,Salem, Cape May WDB					
Stanford, LeRoy	Camden County College					X
Taguwa, Denise	Department of Labor Workforce	X	X		X	X
Tenuto, Jackie	Camden County College					
Vaccari, Raymond	Manufacture New Jersey	X	X		x	x
Veneziani, Jennifer	DVRS, Business Outreach Coordinator	X	X		x	x
Vesper, Jr., Dominic	Camden County					
Venable, Margo	Camden County College	X	X			
Wallace, Jaclyn	Camden County College	X				X
Williams, Rev. Michael	Abundant Life Fellowship Church	X	X	X	x	x
Williams, Steve	Camden County Finance					
Wright, Anna Marie	Camden County Purchasing					
Young, Jonathan	Camden County Board of Chosen Freeholders	X	X	X	x	x
Yuen, Paul F.H.	NJ LWD			X		

CALL TO ORDER:

Chair Robert (Bob) Weil called the meeting to order at 9:20am.

WELCOME

WDB Chair Bob Weil welcomed Board members and guests and thanked them for attending the quarterly Board Meeting and asked for introductions. Bob welcomed new Board Members that have been appointed to the WDB during the 2017-2018 year. Deb Arthur, Dewberry Engineering, Carl Donato, Wawa, Christine Hentisz, Camden County Board of Social Services, and Sandra Kelly, SLK Partners. He also welcomed the management team of the Camden County One-Stop Career Center which consists of Joshua Friedman, Local Area Operations Director, Nidia Sinclair, Director, One-Stop Career Center and William Curry, Equal Opportunity Officer, One-Stop Career Center.

INVOCATION

Reverend Michael G. Williams Sr. from Abundant Life Fellowship Church delivered the invocation. WDB Chair, thanked Rev. Williams for giving the invocation.

HOST WELCOME

Bob introduced Donald Borden, President, Camden County College, as host of the meeting, to provide welcoming remarks. Donald Borden welcomed attendees and said it is always a pleasure to welcome the WDB to our Blackwood Campus, Gloucester Township. He said the intention here at the Camden County College is to be good partners with the Workforce Development Board and its membership. We view ourselves as a public service institution. Most of our funds come from tuition, and we want to be here to serve the needs of our students as well as the needs of the residents and businesses in the county. When we look at the struggles that most people have, we find that work is an answer to those struggles. As difficult as it can be, true happiness comes from finding purpose thru work. The work that we do collectively here is providing those opportunities for the people that we all serve. He encouraged everyone to reach out to Camden County College to help move opportunities forward. He is proud the college is an active partner with the vocational schools in the county. The college is educating 80 or more participants this year that will likely graduate their senior year with an Associate's Degree. There are model programs such as the Cooper Medical Coding Initiative where we are harvesting youth coming out of high school and getting them involved with a certification program that requires 39 credits and with the support of Cooper University Health who needs those employees. When they finish and meet those requirements, these participants will get a sustainable job. He thanked the members of the WDB for supporting these types of career paths.

WELCOME REMARKS

Bob introduced Freeholder Liaison Jonathan Young. Freeholder Young welcomed attendees and thanked them for the hard work they do for workforce development in the county. He reported that he attended an event organized by Congressman Donald Norcross, titled "Camden Working" on Wednesday, September 19th in Camden City. The summit on jobs and career training was well attended. He said it was an honor to mediate a panel discussion about the trades and manufacturing. He was able to speak about the services of the One-Stop Career Center, and promote the wonderful work that is done there. He commented on data he received and was proud to say that the one-stop was responsible for getting employment for 2297 individuals last year. While it has been the philosophy of the One-Stop to focus on the customer, not the numbers, it was still a shining moment to be able to speak about that kind of success. It is a true testimony of our accomplishments. As always you all have my fullest support. He thanked the board and staff and told them to keep up the good work and momentum we have going. Keep striving to be the best we can be.

BUSINESS MEETING

SUNSHINE LAW

Matt Verney, Vice Chair, read the sunshine law. In accordance with the Sunshine Law and the public's right to know, we are required to provide adequate advance notice of our meetings. This meeting was advertised on the WDB's website and in the Courier Post Newspaper on September 12, 2018. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

APPROVAL OF JUNE 27TH, 2018 MEETING MINUTES

The minutes from the last quarterly meeting of June 27th, 2018 were sent electronically to the full Board of Trustees for review. Matt requested a Motion to approve the meeting minutes of June 28th. The Motion was made by Marlyn Kalitan and seconded by Gregg DeBaere. By majority vote of the affirmative, the motion was carried and the minutes were approved.

MASTER BUDGET APPROVAL FOR ANNUAL BOARD MEETING

Gregg T. DeBaere, Treasurer

To our Board members, in front of you please find the 2017-2018 master budget sent to you electronically for your review on September 20, 2018. In accordance with the New Jersey State Employment and Training Commission policy resolution #2016-03, the Systems Performance Committee has reviewed the budget in detail and has unanimously recommended the budget be presented to the full Workforce Development Board of Trustees for approval.

The WDB has informed me that no questions were received electronically however, I would like to take this time to answer any questions you may have regarding the budget.

Hearing no questions, Gregg requested a Motion to approve the 2017-2018 Master budget. Donald Borden made the first motion, Marlyn Kalitan made the 2nd motion. All those Board members in favor of approving the Master Budget, please respond by saying, Aye. All those opposed respond by saying nay. By majority vote of the affirmative, the motion is carried.

MOTION TO APPROVE SUPPORTIVE SERVICES POLICY

Bob Weil read the motion to approve a Supportive Services Policy. Supportive Services are "services such as transportation, child care, dependent care, housing and needs-related payments, that are necessary to enable an individual to participate in activities authorized by WIOA."

The Local Area Operations Director for the One-Stop has drafted a policy to address Supportive Services and Needs Based Payments for Adults, Dislocated Workers, and Youth. Although no current Youth guidance has been provided by the New Jersey Department of Labor and Workforce Development, Youth will be covered by this policy. WIOA requires the Workforce Development Board to adopt the policy once drafted for the local area. Bob requested a motion to approve the Supportive Services policy pursuant to WIOA §134. Bob Schiavinato made the first motion, Marlyn Kalitan made the second motion. By a majority vote of the affirmative, the motion is carried.

CAMDEN COUNTY ONE-STOP CAREER CENTER, REPORT

Bob introduced Joshua A. Freedman, Local Area Operations Director

Joshua directed attendees to page 7 in the annual report that showed WIA outcome detail-final for PY16 and WIOA Preliminary performance as of July 12, 2018, for program year July 1, 2016-June 30, 2017. He noted the Performance Parameters at the bottom of the report. He said we are meeting expectation for Youth quarter two

and four in the area of employment and failing youth in the area of credential attainment. While some areas are failed for adult employment and dislocated worker employment, the state is working to correct some of the data that might change these outcomes. He hopes to present a clearer report sometime after January 2019.

The Career Center staff have been doing volumes of work to change outcomes while we knew this was going on. We will not see some data for today's customer until January 2020.

The Garden State Employment and Training Association (GSETA) has planned a relevant program this year to address the real issues and solutions to improving outcomes. The State is educating and working with us in a very cooperative way under the new administration.

Joshua reported on an audit by the United States Department of Labor specifically on our youth programs. While it was a very trying two days, one of the outcomes was the supportive services policy that was voted on at today's meeting. To give an example of these types of services, WIOA will now allow us, after a customer has exhausted all other benefits to put eye glasses on a person that now has to go back to school for training and has no other resources to pay for them. It is an exciting time to not only be able to put customers into a career, but to also make sure they are able to keep that career by providing a need such as housing, clothing or equipment assistance. The new WIOA law allows the counselors to create the relationships and do the kind of work they have been doing but now with a little more help in the area of real personal needs.

We received in-depth guidance from the state regarding youth incentives that will be part of this policy. WIOA documentation and notation were mentioned to us in the audit. We have been training staff even prior to the audit to do a better job at tracking and counting our successes. Joshua said the staff will be participating in re-training modules. All managers will be working through the changes in data keeping mechanics.

Joshua commented on the work of the Literacy Committee to create opportunities to extend the Learning Link, GED training to being able to serve at least 20 individuals at a remote location in the Winslow South County Library Branch.

Joshua reported that he and his staff are working with Gregg DeBaere and the Operations Committee to update the strategic plan score card. This update will be presented at the December Quarterly Meeting.

He complimented the Business Service Team for their work in the area of employer recruitments and information sessions. He thanked Carl Donato, Wawa for bringing this hiring needs to the One-Stop and hosting information sessions there.

Joshua thanked the Executive Committee for their dedication and support of the One-Stop Career Center. Matt Verney has been leading the charge to transform our services to out of school youth. We are also learning and developing new measurement standards with the help of Gregg and the Operations Committee. He also thanked Jeff for his mentorship and support.

ANNUAL REPORT- 2017-2018

Bob presented the annual report, to attendees, for the 2017-2018 program year.

As the incoming chair of the Camden County Workforce Development Board, I am honored to provide an annual reporting of continued progress for the 2017-2018 year. The WDB oversight management to the One-Stop has now completed its first full year under WIOA and its new One-Stop Procurement process. This process has caused us to evaluate strategies and improve customer service and efficiency of the system.

The WDB is completing rigorous requirements of the One-Stop Certification process. These steps, ordered by the State Education and Training Commission SETC, have served to clarify One-Stop partner roles and responsibilities and meet the requirements of ADA compliancy.

We are seeing a renewed commitment by the new state administration to work more closely with the WDB and One-Stop to listen and act on its concerns. The WDB has attended many think tank or group discussions with newly appointed state Commissioner of Labor, Robert Asaro-Angelo. Paul Yeun, Deputy Commissioner, spoke at our Quarterly Board of Trustees meeting in March.

The WDB committees are dedicated and engaged and are making great strides in developing community partnerships, and initiatives that are breaking new grounds in workforce development. The Cooper University Health Care Medical Coding Initiative is a shining example of how the WDB can work with an employer to create a training program that meets the need for a specialized skill demand. This training program has been successfully implemented with Hopeworks N Camden as the lead training provider along with Camden County College. We are seeing the growth and blossoming of young Camden City participants as we are provided with regular quarterly updates from Louis Bezich, Senior Vice President, Strategic Alliances, Cooper University Health Care, about the success of this program. Discussions with Cooper are in the works to create a second Emergency Medical Technician (EMT) training initiative.

The WDB continues to participate with the Talent Development Networks. Leaders of these Talent Development Centers and Networks are engaging with our local area with great interest and attending our quarterly meetings. This year Ken Brahl, WDB Literacy Chair, Ravitz Family Market, Shoprite and Stacy Foreman, Director, Delaware River, Retail Hospitality, Tourism coordinated the development of a Super-Market Culinary Pathway, a short-term relevant industry training program answering the growing demand for skill workers in the retail grocery sector. I also commend our Executive Director for being the eyes and ears of the organization that never misses the potential opportunities the State's TIPs were designed to create. This year Jeff answered the call and seized an opportunity from Atlantic City Electric (ACE) when they contacted him about a training initiative they were hoping to bring to the southern counties in their work base. Realizing that their employee base is aging out, ACE approached the workforce development board. This six year grant funded program will ultimately create a free training program for both men and women interested in a Utility industry career path. The regional trainings will be rolled out later this year.

The Literacy Committee is now partnering with the Camden County Library system to establish a connection to One-Stop services in every library in the county. This effort has been envisioned by the state for years and Camden County is leading the way.

The Youth Committee completely revitalized its Youth Orientation program and is serving more out of school youth than ever. New outreach partners such as Covenant House, Youth Corps, the Salvation Army Kroc Center, and Community Planning & Advocacy Council (CPAC) are joining our efforts to connect with youth who would otherwise miss out on our services because of their lack of eligibility documentation.

The Business Service Team and One-Stop Employment Services have been busy hosting many employee recruitments for such companies as Wawa, Amazon, Marshalls, Conduent (formally Xerox) FedEx and European Metal Recycling to name just a few.

The Abilities Committee is gone above expectations by creating a new outreach accredited workshop event that focuses on strategies Human Resource managers can use when starting inclusive hiring programs.

Thanks to Gregg DeBaere and the Operations Committee, the Board of Social Services under new leadership is now allying with employment services to cross train staff to create a more efficient referral system for the One-stop resulting in more individuals benefiting from services.

I would also like commend the new vision in leadership at the One-Stop, with Joshua Friedman, Local Area Operations Director, completing his first full year. He, Nidia Sinclair, Director of the Career Center, and Dr. Lauren Hill, Manager of the Youth One-Stop are working closely with the WDB and Freeholder Liaison Jonathan Young to change the culture at the Career Center to a more "customer first" attitude.

I'd like to extend my heartfelt thanks to Jeffrey Swartz, Executive Director, the dedicated Executive team, board members, WDB staff and One-Stop Career Center staff for working together in a way that reinforces a life philosophy that I have adapted over the years, "Create a world we want to live in because we live in the world we create."

Joshua Friedman, also commented on the counseling staff that has driven some of the successes we are able to report on. He thanked Inocencia Gutierrez, Counseling Unit Manager, Camden County Resource Center and her staff.

INTRODUCTION OF THE ONE-STOP SUCCESS STORY-JEFFREY S. SWARTZ

When it was suggested to us that Marlene Shasid Deen be honored as one of our success stories today, Jeff said he was very pleased. She is an example of how well our One-Stop system works. We often think that we are doing well when a person who has had several barriers to employment gets training and is able then to get a good job. Those are honest stories about how a person is enabled to step up for him or herself. But here is a young lady with considerable skills, education, and experience who simply lacked a required certification. He introduced Brian Ayscue, Certified Career Counselors, One-Stop, to tell her story. Employer - WFNJ / SAI/BHI (which is the Substance Abuse Initiative and Behavioral Health Initiative) in Camden. SAI/BHI is an active member of the monthly WFNJ Operations Committee.

Brian stated that one of the good things about the law under which we administer benefits, is that we can serve people from all walks of life according to their need. We have all heard some amazing stories. But what is particularly pleasing about our present story is that our ability to help one person will result in that person's ability to help many others.

He first met Marlene Shamsid Deen when she came to the office seeking training. She had considerable education. She holds a BA from Evergreen University in Washington, and an MS in Human Behavior from Capella University, which she attained in 2012. She had been an Adoption Social Worker at the Juvenile Justice Center in Philadelphia doing case assessments, home visits, and court appearances. Then she worked as a clinician and program manager for South Jersey Behavioral Health Resources in Pennsauken. There she supervised supportive housing programs, led treatment and evaluation teams, did on-site hospital assessments, completed intakes, and was responsible for handling crisis situations, and evaluations and treatment plans. Sounds like a lot of responsibility and it was: her nearly 20-year work history attests that she was up to those considerable challenges. But recently in New Jersey it became mandatory for addiction counselor to have certification for "Clinical Alcohol and Drug Counselor (CADC)" granted by a NJ State Board. Marlene became unemployed because she lacked that credential, and thereafter, she was eligible for services under WIOA as a Dislocated Worker.

Fortunately, the certification that Marlene needed was attainable through training at Camden County College in the academic division. It would take two semesters to complete the eight courses required for the NJ State certification and license. We were fortunate that there was room in the class to enter Marlene, and we completed her eligibility process and continued to work toward the classes. She began studies at Camden County College in January 2018 and promptly registered for and completed the remaining courses in August. During this time, she kept in touch with me and even shared some of her graded papers. She is an excellent thinker and writer, and it was a joy to read her work because it showed how well she had processed the information from her coursework and applied it. She maintained high marks.

He wasn't surprised when I heard that she had gotten employment at WFNJ / SAI/BHI (which is the Substance Abuse Initiative and Behavioral Health Initiative) in Camden. SAI/BHI is an active member of the monthly WFNJ Operations Committee.

Marlene is back in the workforce and she is in turn helping those with addictions and behavioral problems to see the potential for help that will bring them to productive and successful lives free of the additions that had held them prisoner.

Bob presented Marlene with a certificate of achievement and brought attention to her daughter that attended to support her mother.

COMMITTEE UPDATES, JEFFREY S. SWARTZ

Jeff brought attendees up to date about the work of the WDB Committees, he referred to the annual report and noted that the committees have been dedicated and working hard on events and making real changes in the County. He also directed attendees to flyers about the County Job Fair, Thursday, October 11th at the BB&T Center, Camden and an upcoming workshop being presented by the WDB Abilities Committee, Strategies for Workplace Inclusion being hosted at the Camden Boathouse on Tuesday, October 9th.

OPEN DISCUSSION, BOB WEIL

In the absence of the guest speaker, at the meeting, Bob opened the floor for a discussion about any suggestions or comments the Board would like to make for or about the CCWDB. Board members discussed the need to develop more career pathways in trades as well as create more awareness to parents and students in middle schools about the opportunities in such fields as Utilities, Construction, and advanced manufacturing. It was decided that the WDB would form a committee dedicated to creating this type of awareness in the community.

ADJOURNMENT

Before Bob closed the meeting he asked attendees to refer the WDB mission and vision statement printed in the minutes and on the back page of the annual report. He asked attendees to read them aloud with him. A Motion to adjourn the meeting was made by Marlyn Kalitan; Gregg DeBaere seconded the motion. Motion carried. The meeting was adjourned at 10:48A.M.

MISSION STATEMENT

To create the BEST customer driven delivery system for employment, training and education-related programs and services by providing strategic management, planning, implementation and evaluation in order to enhance the regions long term economic success for all citizens and organizations.

- *To provide leadership in all workforce issues.*
- *To provide a holistic delivery of services.*
- *To continually improve the quality of services for all customers.*
- *To empower customers to make informed choices and take control of their careers.*
- *To provide and guarantee universal access to employment opportunities.*
- *To provide quality workers for all of the regions employers.*
- *To create partnerships and collaboration in the government, private and non-profit stakeholders.*

Submitted by,

Kathleen Varallo

Administrative Assistant