



**WORKFORCE DEVELOPMENT BOARD**

*Supporting the Development and Retention of a World Class Workforce*

Robert Weil, Chair  
Jeffrey S. Swartz, Executive Director

**QUARTERLY BOARD OF TRUSTEES MEETING**  
**SEPTEMBER 27, 2017, 9:00AM**  
**CAMDEN COUNTY COLLEGE, 200 COLLEGE DRIVE, ROOSEVELT BUILDING RM 102**

Quarterly Board Meeting Attendance											
		Meeting Dates									
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar	28-Jun	27-Sep	
<b>Board of Trustees</b>											
<b>Weil, Robert (CHAIR)</b>	Conner Strong & Buckelew, Inc.	X	X	X	X	X	X	X	X	X	
Abusi, Patrick	Railroad Construction Co. of South Jersey		X	X	X	X	X		X		
Borden, Donald	Camden County College					X	X	X			
Brahl, Ken	Ratvitz Family Markets, ShopRite	X	X	X	X	X	X	X	X	X	
Bresch, Jim	I.B.E.W. LU 351		X	X		X	X			X	
Campbell, Art	Chamber of Commerce		X		X			X		X	
Connors, Kristi	NJ Department of Labor	X	X	X	X	X	X	X	X	X	
Cooper, Diana	CPAC		X	X		X	X	X	X	X	
DeBaere, Gregg	Atlantic Coast Communications	X	X		X	X		X	X	X	
Deitz, Jeffrey	Division of Vocational Rehabilitation	X			X	X		X	X	X	
Figueroa, Victor	Camden County Housing Authority	X		X		X		X	X		
Fitzgerald, Patricia	Camden County Technical Schools	X		X	X	X	X	X	X	X	
Godorov, Lori	The Work Group	X	X	X	X	X		X	X		
Green, Elizabeth "Beth"	Senior VP HR Cooper Hospital					X		X			
Janoff, Carla	Careers USA	X			X				X		
Kalitan, Marlyn	Kalitan Consulting		X	X	X	X		X		X	
Kiselewski, Michael	Painters Local District Council 711										
Maggio, Jim	TFG/Judge Group		X			X	X	X	X	X	
Mayfield, Kathy	Camden County One-Stop	X	X		X		X	X	X		
Miller, Richard	Capital One Bank					X	X				
Mitchell, Wilbert	Respond Inc.	X									
Potts, John	Graphic Communications										
Riggins, Matthew	Riggins Oil						X			X	
Rosenberg, Stewart	Artist Point Gift Wrap										
Schiavinato, Robert	Union Organization for Social Services			X						X	
Schmoll, Harry	Retired Attorney										
Shackleford, Jeremy	BB&T (formerly Susquehanna)										
Sheekey, Shawn	Camden County Board of Social Services			X			X			X	
Shuttleworth, Patrick	Camden County Improvement Authority	X	X	X				X	X		
Stettler, Mark	T&M Associates				X						
Towers, Ruthanne	Our Lady of Lourdes	X									
Verney, Matthew	TD Bank	X	X	X		X	X	X	X		
Volk, Ann	NJ Department of Education	X			X	X					
Wahlquist, Robert	PREIT Associates	X				X					
Willmann, Michael	WMSH Marketing Communications	X	X	X	X		X	X	X		
Young, Jennifer	Verizon		X			X			X		
		Meeting Dates									
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar	28-Jun	27-Sep	
<b>Camden County Workforce Development Board Staff</b>											
Primas, Theo	Camden County WDB		X	X		X		X	X	X	
Stubblefield, Lelia	Camden County WDB	X	X	X	X	X	X	X	X	X	
Swartz, Jeffrey	Camden County WDB	X	X	X	X	X	X	X	X	X	
Varallo, Kathleen	Camden County WDB				X	X	X	X	X	X	
Williams, Leslie	Camden County WDB	X	X	X	X	X	X	X	X	X	
Naroden, Eric	Camden County WDB Intern					X					

Committee Members		Meeting Dates									
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar	28-Jun	27-Sep	
Abrams, Barbara	Jewish Family and Children Services							X			
Allen, Wesley	ARI, Holman Automotive Group										
Arroya, Rosy	CPAC										
Banks, Evangeline	Juvenile Justice Commission	X	X	X			X				
Barclay, Arthur	Camden County One Stop Resource Center					X	X				
Beach, Patti	Camden County One-Stop	X	X	X		X		X			
Biondi, John	I.B.E.W. LU 351 JATC										
Bryant, Janice	Camden County One-Stop				X	X			X		
Carroll, Catherine	Department of Labor		X	X		X	X				
Cipolla, Joe	JEVS						X				
Clark, Jeffrey	Division of Vocational Rehabilitation			X							
Colestock, Shannon	CPAC										
Cope, Heather	Camden City School District										
Dann, Carol	Camden County College					X		X	X	X	
Davis, Anthony	Mental Services of Southwestern New Jersey										
Davis, Keith	Camden Dream Center Technical Training School										
DiRenzo, Patti	Camden County One-Stop				X		X	X	X		
Festenstine, Teresa	Board of Social Services	X	X	X	X	X	X				
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services					X					
Friedman, Joshua	Camden County One Stop Resource Center					X	X	X	X	X	
Gismonde, Bernadette	Camden County College										
Goodman, Dave	HACC Youth Build			X							
Greffrey, Taylor	Camden County One-Stop - Veteran		X	X	X						
Hicks, Rosemari	Service Master	X									
Hudson, Ezra	Student, Camden County College	X									
Justice, Tanya	Youth Advocate Program	X									
Kelly, Siobhan	Camden County Technical Schools	X	X	X	X		X		X		
Knoff, Dick	Marketing Professional			X			X				
Kopala, Damon	Edmund Optics										
Leonetti, Mike	Camden County One-Stop	X	X	X	X	X	X	X	X		
Committee Members		Meeting Dates									
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar	28-Jun	27-Sep	
Lim, Daniel	NJ County Collegiate Consortium										
Lombardo, Rick	Target Stores										
Lope, Krista	DVRS					X		X	X		
Lucas, Angela	Jewish Employment and Vocational Services					X					
Maguire, Laurie	Camden County Resource Center		X		X			X	X	X	
Mayor Thomas Weaver	Clemontion				X	X					
McCormick, Carol	Camden County College	X	X	X		X	X	X	X	X	
McKee, David	Camden County One-Stop										
McKinney, Denise	Respond Inc.	X		X			X	X		X	
Meade, Marie	Camden County One-Stop	X	X	X			X		X		
Nicolasa, Medina	CCBSS							X	X	X	
Mombo, Mein	Division of Children and Family Services										
Monturano, Melanie	Camden County College	X									
Newman, Jason	NJDOL		X	X	X				X		
O'Brien, Jason	Freedom Mortgage					X					
Pape, Barbara	Camden County One-Stop								X		
Perez, Irene	Division of Vocational Rehabilitation										
Peterson, Netesha	Freedom Mortgage					X					
Peterson, Jyi	Camden County Resource Center					X			X		
Pollard, Sheila	Camden County Division of Vocational Rehabilitation										
Pranzatelli, Joe	Camden County College	X								X	
Pryor Regina	LWD-DOL						X				
Radvany, John	NJ County Collegiate Consortium										
Rhock, Kimberly	Youth Advocate Program		X		X						
Rhoton, Daniel	Hopeworks		X				X		X		
Rodgers, Danielle	Camden County One-Stop									X	
Rojas, Lillian	Camden County Board of Social Services		X		X	X		X	X	X	
Sinclair, Nidia	Camden County One-Stop		X	X		X			X		
Simicki, Stanley	NJ Department of Labor		X	X	X	X	X	X			
Spagnolia, Ann	Camden County College	X									
Taylor, Geoffry	One Stop								X		
Vasquez, Marisol	Camden County One-Stop	X			X				X		
Villa, Deja	Student, Camden County Technical School	X									
Volk, Ann	NJ Department of Education									X	
Waller, Darchelle	Winslow Township High School	X		X			X	X		X	
Walz, Julie	ARC of Camden County										
Wardlow-Hurley, Rhonda	HACC Youth Build		X	X		X	X	X		X	
Waters, Brett	Camden County One-Stop	X				X			X		
Wilson, Janea	NJDOL						X	X		X	

Guest:		Meeting Dates								
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar	28-Jun	27-Sep
Allen, Heather	Health Care Talent Network				X	X		X		
Arnold, Cheryl	Allaris Health (Success Story Recipient)			X						
Ayscue, Brian	Camden County One Stop Resource Center						X	X	X	X
Beckett, Hillary	Aide for Assemblyman Troy Singleton			X						
Bezich, Lou	Cooper Health									
Biondi, Ann	Camden County								X	
Bennett, Javier	High School Student							X		
Bowman, Cynthia	Ratvitz Family Markets, ShopRite			X						
Breston, Kim	KRA Corporation	X								
Cass, Holly	County Administration								X	
Cassidy, Kathy	Camden County Technical School						X			
Charles, Nigel	KRA Corporation	X								
Crone, Darrell	Camden County Board of Social Services		X							
Davis, Sunday	Camden County Career Center									X
Delgado, Janet	CCDS		X							
Delgado, Miguel	Medford Care Ceter (Success Story Recipient)		X							
Demo-Janowiak, Carolyn	Camden County Board of Social Services									X
Dennis, Deborah	Camden County One Stop Resource Center								X	
Divens, Gary	Camden County College							X		
DiVietro, Michael	Land Dimensions							X		
Docherty, Joan	CCBSS Intake Barriers				X					
Donato, Jr., Carl A.	WaWa Inc.								X	
Donnelly, Besty	WaWa Inc.								X	
Eisenmann, Kevin	Camden County One-Stop							X	X	X
Felch, Lisa	CCBSS							X		
Findlator, Patrick	Hopeworks									X
Filipek, Frank	Camden County	X	X		X				X	
Friedner, Debbie	Camden County One Stop Resource Center				X		X			
Forman, Stacy	RHT Talent Network							X		
Gatling, Kerri	NJ Dept. of Labor							X		
Giella, Nick	Philadelphia 76ers					X				
Giordano, Joan									X	
Goodman, Steve	Volunteers of America								X	
Gorenberg, David	Riverside, LLC (Success Story Recipient)						X			
Gulla, Justin	Shoprite		X							
Gutierrez, Inocencia	Camden County One-Stop						X			
Hamilton, Margaret	Camden County College	X								
Hanna, Kaina	Camden County College					X		X	X	
Harris, Bob	CCIA			X						
Haynes, Lauren	Retail Hospitality and Tourism Talent Network								X	
Hentisz, Christine	CCBSS			X						
Hurley, Sydney	HACC Youth Build						X			
Hutchison, Sheryl	SETC						X			
Jackson, Allison	Educational Information & Resource Center						X			
Jeannette, Nancy	Camden County Freeholder Aid						X			X
Jenkins, Sandra	DOLWD								X	
Kennedy, Jim	Kennedy & Associates LLC									
King, Kathy	CPAC				X					
Kinzy, Joann	Camden County College	X		X		X		X		X
Knight, Antionette	Serenity Hospice & Virtua Homecare (Success Story Recipient)							X		
Knight, Shaquan								X		
Knight, Stony								X		
Kolanko, Kimberly	Shoprite			X						
LaBant, Alex	LAEDA							X		
Levitt, Jill	DOLWD		X			X	X			
Lew, Kirk	Department of Labor									
Lex, Jim	Camden County Improvement Authority									
McGowan, Patricia	Department of Labor									X
McGraw, Terry	Public Safety								X	
McKelvey, Chris	LWD		X	X		X	X			
McKnight, Gwen	Camden County One-Stop Resources				X					
Manibo, Melissa	Cooper Health									
Miller, Howard	NJLWD					X			X	
Minster, Sr. Donna	Camden County Dept. of Children Services								X	
Moran, Patricia	LWD				X					
Paris, Elizabeth	Freedom Mortgage (Success Story Recipient)					X				
Pacello, Paul	Atlantic Coast Communications								X	
Paffenroth, Laura	Camden County								X	
Randazzo, Deanne	CCBSS									X
Rhodes, Jim	Camden County Deputy Administrator			X		X		X		X
Rozher, Guy								X		
Santone, Joe	Camden County College								X	X
Schearer, Chloe	KRA (Success Story Recipient)	X								
Shanker, Jamie	LAEDA							X	X	
Singleton, Assemblyman Troy	New Jersey 7th Legislative District			X						
Sinkoff, Irv	Camden County College							X		
Smith, Jackie						X				
Smith, Lamont	Amazon (Success Story Recipient)								X	
Starghill, Catherine	DOLWD		X					X		
Stephens, Sharon	Camden County Resource Center								X	
Stewart, Donna	Marshalls									X
Spinelli, Allison	Cumberland, Salem, Cape May WDB						X		X	
Sutherland, Debbie	Camden County One-Stop	X			X					
Taguwa, Denise	Department of Labor Workforce									X
Tenuto, Jackie	Camden County College							X		
Thiel, Suzanne	Shoprite (Ravitz)			X						
Tielli, Nancy	Success Story Recipient				X					
Vaccari, Raymond	Manufacture New Jersey									X
Veneziani, Jennifer	DVRS									X
Vesper, Jr., Dominic	Camden County								X	
Venable, Margo	Camden County College		X			X	X			X
Wallace, Jaclyn	Camden County College					X	X	X	X	X
Weidler, Marie	LWD								X	
Williams, Rev. Michael	Abundant Life Fellowship Church		X	X		X			X	
Williams, Steve	Camden County Finance								X	
Wright, Anna Marie	Camden County Purchasing								X	
Wright, Brandy	Marshalls									X
Young, Jonathan	Camden County Board of Chosen Freeholders		X			X	X		X	X

## CALL TO ORDER:

Chair Robert (Bob) Weil called the meeting to order at 9:15am.

## WELCOME

WDB Chair Bob Weil welcomed Board members and guests and thanked them for attending the Quarterly Board Meeting.

## INVOCATION

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

## HOST WELCOME

Margo Venable, Dean, Division of School, Community & Workforce Training Programs welcome attendees and congratulated the partnership between the WDB, One-Stop partners and the college.

## WELCOME REMARKS

Bob introduced Freeholder Liaison Jonathon Young. Freeholder Young welcomed attendees and thanked them for the hard work they do for workforce development in the county. He challenged to attendees to think outside the box to create an attitude toward the idea "what's next." Who will be trained or developed to take our places when our work is done or when we retire? He advised the group to focus on finding the best and brightest ideas and opportunities for youth as well as young adults which give them the best chance of achieving their goals. He is proud to say that Camden County is leading the way in developing such initiatives as the Cooper Medical Imaging project and the Holtec International Welder Training program.

## BUSINESS MEETING

### SUNSHINE LAW

Bob asked Ken Brahl, Executive Committee Member to grant approval of the June 28<sup>nd</sup>, 2017, meeting minutes and read the Sunshine Law.

The read aloud the Sunshine Law, states, 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 17, 2017. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

## APPROVAL OF JUNE 28TH, 2017 MEETING MINUTES

The minutes from the last quarterly meeting of June 28<sup>th</sup>, 2017 were sent electronically to the full Board of Trustees for review. Ken Brahl requested a Motion to approve the meeting minutes of June 28<sup>th</sup>. The Motion was made by Jim Maggio and seconded by Marlyn Kalitan. 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, Operation Chair addressed the Trustees

To our Board members, in front of you please find the 2017-2018 master budget sent to you electronically for your review on September 25, 2017. 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 or (Hearing no further questions); Gregg requested a Motion to approve the 2017-2018 Master budget. Ken Brahl made the first motion, Art Campbell made the 2<sup>nd</sup> 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.

#### CAMDEN COUNTY ONE-STOP CAREER CENTER, DIRECTOR'S REPORT

Gregg introduced Joshua A. Freedman, Resource Center Director

Program year 2016, started on July 1, 2016 and ended on June 30, 2017 was a transition year. It represents the last year of WIA and the first year of WIOA. Since data is still being gathered for WIOA, a full measure of performance is delayed with data availability staggered until the first full year of WIOA performance, expected at the end of Program Year 2018 (approximately July 2019).

Performance measurement is more stringent under WIOA. Meeting a performance measure requires achieving 90% of the negotiated goal, rather than 80% under WIA.

The WIA Preliminary Closeout report does not include out-of-state wages at this time. The Wage Record Interchange System (WRIS) is matched by LWD to all WIA participants. If participants are working out-of-state in the WIA 2nd quarter after exit, the WIA Entered Employment measure could increase for Adult, Dislocated Worker, and possibly Youth. LWD is unsure when the WRIS wage match will occur for the WIA Closeout. As you can see, WIA Adult and Dislocated Worker Closeout performance includes meeting and exceeding six measures.

Youth Placement and Attainment of a Degree continue to be difficult measures, not only in Camden County but throughout the State of New Jersey. Program coordination with Camden Corps Plus and the Camden County Adult Basic Skills program (ABS) continues with participants expected to exit during WIOA. Other program initiatives are in place that will contribute to future Youth performance, such as Rowan University Camden Board of Governors, Medical Assistant Training Program, and Cooper Health Information Management Training and Development program. By increasing the number of coordinated Youth programs and services, the One-Stop increases the likelihood of successful outcomes and future performance success. The Youth Credential Attainment under WIOA is more difficult than WIA. Under WIOA a youth attaining a High School Equivalency (HSE) must also be either employed or enrolled in an education program within one year after exit. This means a HSE alone will not achieve a successful Youth Credential outcome under WIOA. Another significant change from WIA to WIOA is the timeframe in which wages are gathered through Unemployment to determine the Entered Employment performance measure. WIA measures wages beginning the 2nd Quarter after exit; WIOA measures the 3rd quarter after exit. WIA Retention wage collection occurs in the 3rd quarter after exit; WIOA Retention wage collection occurs in the 4th quarter after exit. Moving from the 2 WIA 1st and 3rd quarters to the WIOA 2nd and 4th quarters creates an overall delay in gathering wage information under WIOA. The participant must maintain employment for a longer time before the One-Stop receives Entered Employment credit. Continuous contact with participants becomes the key to successful WIOA Entered Employment and Retention outcomes.

WIOA Median Earning will replace Average Wages from WIA. As a result, the methodology is to take the lowest wage earner in the 2nd quarter and compare it to the highest wage earner in the 2nd quarter. The

difference between the two becomes the Actual Median Earning measure. The One-Stop must ensure the continuation of services for participants with low wage employment to encourage higher wage placement. A new performance measure under WIOA is Measurable Skill Gains. This measure occurs during program participation, rather than after exit. It measures progress in an educational or training program that leads to a recognized credential. For example, Training Providers submit progress reports that document progress of satisfactory or better, in program milestones of 25%, 50%, 75% increments as well as successful completion. Youth Measurable Skill Gains include raising grade levels in Reading and Math. Although LWD is expected to provide future technical assistance in this area, the One-Stop, under the direction of the WDB, has already implemented a skill gains measurement tool.

Many of the people we serve in the One-Stop have low levels of basic skills. During program year 2016, the Workforce Learning Link served 143 participants. Of those, 51 Entered Employment, 37 entered Advanced Training, and more than 9 received a High School Equivalency. Due to the program exceeding all 3 performance indicators, LWD has increased the funding level, allowing the program to serve more than 179 participants in program year 2017.

As we provide services through the One-Stop, a key element of success is continuous service to our participants, especially during the year after exiting the program. As a result, working closely with our Wagner Peyser partners to ensure that the State of New Jersey Career Connections is utilized is a critical element of future success. Career Connections must be fully utilized by participants prior to and during enrollment, after exit, and throughout the required follow-up period. Over the next month, coordination of this effort will be realized, improving One-Stop services, linking valuable resources to improve performance indicators, and providing opportunity to higher employee wage and skill levels for Camden County residents.

#### ANNUAL REPORT-GREGG T. DEBEARE

Gregg presented the annual report to attendees. He said as the outgoing chair of the Camden County Workforce Development Board, he is happy to provide our annual report for the 2016-2017 plan year.

This year was the third year of our strategic plan, and was another busy year as the implementation of the federal Workforce Innovation and Opportunity Act (WIOA) of 2014 got well underway. As required by the new WIOA law, the State of New Jersey tasked the Boards and Local areas with developing a new strategic plan, this time for our newly-created South Jersey region, as well as for our County. I am proud to report that our Executive Director, who is one of the best in the state, took the lead on this regional initiative with great results, expanding our partner reach while effectively executing our “olive branch” approach. With the help of our South Jersey partners, the region completed their strategic plan in a timely manner, and early meetings of the South Jersey Workforce Collaborative have proved to be highly beneficial. In addition, our Operations Committee completed a local plan in the SETC’s desired format, while maintaining the more meaningful measurable outcomes that were developed three years ago. As always, our excellent support staff was pivotal in completing these well-received plans. I can assure all the members of this Board that you will be in good hands as Bob Weil takes the chair position for the upcoming plan year.

In order to receive certification from the SETC in the 2015-2016 plan year, the Board completed their Memorandum of Understanding (MOU) and Resource Sharing Agreement (RSA). In this current plan year, the same plans were completed by the One-Stop so *they* could be certified as part of the new WIOA requirements as well. Under the direction of the One-Stop Operator, a new MOU was completed, while the RSA awaits additional guidance from the State. While this may have seemed an exercise to some, it reinforced the partnerships that are so important to the successful operation of the One-Stop. With the completion of this MOU came the retirement of our beloved One-Stop Operator, Kathleen Mayfield, after 42 years of service. I cannot say enough about Kathy’s exemplary work ethic and devotion to the mission of the One Stop and this Board. In addition, her willingness to share the vast amount of knowledge that she accumulated during her career allowed many members of this Board, including me, to execute their duties more effectively. Her legacy will live on for many years to come.

With a strong economy and improved employment statistics, the Board enhanced its focus on working with employers to provide meaningful training, employment, and career pathways for the residents of Camden City and Camden County. Working with the State's newly-developed Talent Development Networks in key industries, a meaningful credential for retail employees came to fruition. We followed economic development in the county, particularly in the city of Camden, forming a successful training partnership with Holtec International while working with Camden County College.

The Youth One Stop supported multiple training grant initiatives including Camden CorpPlus (Center for Family Services), Project Search (Kennedy Health and the Yale School), and Cooper Hospital's Medical Coding Initiative. Our Executive Director's background in economic development assures our Board a place at the table, as well as the ability to work effectively with employers.

As indicated by our Executive Director, one of our major challenges this plan year was the WIOA-mandated procurement of the One-Stop Operator entity. This project was assigned for the first time to all Workforce Development Boards throughout the country, and while guidance often came at the last minute, our internal task force handled this project in a commendable manner, and was among the first in the State to successfully complete this process. Under the new WIOA laws, local Board responsibility has increased greatly, and I applaud our Board, Executive Director, and staff for the manner in which they have performed these new tasks. As always, our committees worked effectively with our partners to attain the goals set out in our Local Plan.

The Abilities Committee hosted their second annual "Dispelling the Myths" event to increase awareness of the benefits of hiring persons with disabilities. This event continues to grow each year, with 28 employers attending in October of 2016. The third annual event will be held on October 20<sup>th</sup>, 2017. The Literacy Committee completed the Literacy Needs Assessment and presented its findings to elected officials around the County, drawing interest from our library partners. In addition, the committee worked with the County College and NJLWD to develop a Retail Management Certification Course.

The Youth Investment Council continued to fine-tune performance reporting, enhanced outreach to high schools, mapped out in-house processes, added new members, and is now looking into mentoring programs. The System Performance Committee interpreted the new WIOA funding guidelines, implemented new SETC guidelines on budget review, and took the lead in the One-Stop Operator Procurement process.

The Operations Committee completed the new Local Plan required by WIOA and the SETC, enhanced employer outreach with Industry Consortia and the Business Services Team, and worked with the One-Stop on the new WIOA certification process.

As I depart from my role as Chair of this Board, I must extend my heart-felt gratitude to our Board members, our Executive Director and his staff, the employees of the One-Stop Career Center, our partner agencies, elected officials, the Department of Labor and Workforce Development, and the State Education and Training Commission. Working with all of these dedicated individuals has been a tremendously rewarding experience, and it is my wish that, like me, all of you have *received strength from working with others*. Your efforts, both past and future, will continue to make a positive impact on the residents of our city and county.

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

Jeff introduced Sunday Davis, Professional  
NJ Employment Service (LWD) representative

Sunday Davis said that Paul was unable to attend the meeting today. She gave attendees a brief overview of this accomplishment.

Paul Zook was a customer in the August 2017 GJOBS class, and had previously participated in the New Jersey Department of Labor and Workforce Development's Employment Service General Assistance (GA) 28-day protocol. Paul was very dedicated to learning, providing constructive feedback, and helping wherever and whenever he could. His commitment to success was demonstrated through his perfect attendance record. He never missed an opportunity to grow or pursue an option that could improve his situation. When information about the NJ Employment Services positive recruitment for Marshalls was shared with the class, Paul was the first to pursue and prepare for the opportunity. He immediately began working with a Career Coach on an individualized employment plan and preparing his resume while continuing to attend his GJOBS class. As you can see, it was a success! Paul's success, like many others is a result of utilizing multiple services available at the Camden County One-Stop Career Center. So, on behalf of my colleagues and myself, we wish Paul continued success in his future endeavors. We also want to thank Marshalls for utilizing the recruitment services at the One-Stop as well.

Jeff presented Sunday Davis with a Certificate of Achievement for Paul on behalf of the Camden County Workforce Development Board and One-Stop Career Center. Jeff presented an Employer Certificate of Appreciation for outstanding employer service to Representatives, Brandy Wright and Donna Stewart, Marshalls and Melissa Manibo, Cooper University Health, in appreciation and recognition of providing workforce opportunities that will enhance the quality of life for the residents of Camden County. Thank you for making a difference in the community.

Jeff introduced Raymond Vaccari, MBA, PMP, NJIT Director, Advanced Manufacturing Talent Network to make a brief presentation.

Mr. Vaccari, as the Director of NJ's Advanced Manufacturing Talent Network, has been working diligently to support manufacturers' needs to hire skilled workers. To that end, he is developing high-quality, employer-led partnerships, referred to as Targeted Industry Partnerships, or TIPs, in three regions of the state, north, central and south for advanced manufacturing companies and a fourth TIP in the south region focused on food processing manufacturing. In each region, these TIPs, chaired and supported by manufacturers, conduct needs assessments, investigate career pathways and do outreach to identify the required credentials and skills, help develop and identify technical training opportunities, enroll new manufacturers in their efforts, and educate young people, their parents and school counselors on the tremendous opportunities in manufacturing. One very important program he supports is the MechaFORCE Registered Internship Manufacturing Program (M-RIM), which sponsors registered internships in the manufacturing industry. Many manufacturers recognize that they themselves will have to help develop the experienced workers needed and that apprenticeship programs like M-RIM will help fill that need.

Mr. Vaccari started his career in wire and cable manufacturing as a manufacturing engineer. He worked for AT&T Bell Laboratories as a Systems Engineering District Manager, did some IT Project Management, consulting with companies such as IBM and General Motors and even served as a substitute mathematics teacher in New Jersey (K-12). Mr. Vaccari is a certified Project Management Professional (PMP). He is also an Adjunct Professor at NJIT, teaching project management. Mr. Vaccari earned his BS in Electrical Engineering and his MS in Applied Mathematics from NJIT, and his MBA from Rutgers.

Mr. Vaccari presented a power point presentation about the new set of skills needed in the area of robotic assembly and new technology used for production in manufacturing today. He also enlightened attendees about the opportunities for growth due to manufacturing returning state side from poor production in plants overseas. The average age range of labor currently in this market is 50 and above. He said that new employer partnerships are being developed in High School Technical Schools to provide updated training equipment that fits the demand for skilled labor in this sector. He spoke about how the Advanced Manufacturing TIP is helping to facilitate these partnerships and noted the Advance Manufacturing Center at Camden County



College. Many in attendance asked that a copy of the presentation be sent out electronically. Kathleen Varallo, WDB Administrative Assistant said she would follow up on this request after the meeting.

Bob Weil introduced Dan Rhoton, Director, Hopeworks Camden to speak about the Cooper Medical Coding Initiative.

Dan Rhoton, Executive Director, Hopeworks Camden, has been working with youth for the past two decades in a variety of capacities. As a teacher and administrator at St. Gabriel's Hall – a residential facility for adjudicated youth – for over 16 years, Dan has had the pleasure of teaching and learning from some of Philadelphia's most promising and dynamic young men.

Beginning in the juvenile justice field, Dan has developed extensive expertise in the use of restorative practices and trauma informed methodology both inside the classroom and in the larger community.

Over the years, Dan has been recognized numerous times for his work with young people, receiving the Meritorious Service Award from the Pennsylvania House of Representatives, the Philadelphia Diane Watson City Community Service Award, the Distinguished Educator of the Year for Eastern North America, and, most recently, as a finalist for the 2017 Nationswell Tech Impact All-Star Award.

At Hopeworks, Dan is responsible for the overall implementation of the learning culture of Hopeworks throughout the entire Hopeworks organization, managing all program aspects of Hopeworks and corresponding staff, including Hopeworks' training program, residence, and business internship program.

Recently, Hopeworks was honored to receive its Sanctuary certification and to be recognized as the 2016 Greater Philadelphia Non Profit of the Year, and the 2016 South Jersey Non Profit of the Year, as well as winning the prestigious 5th Annual Scattergood Innovation Award.

Dan began his presentation with an overview about how Hopeworks helps youth.

Hopeworks works to empower youth to identify and develop their DREAMS by fostering within each trainee a sense of the value of academic success, and to help each trainee improve in the basic skills of reading, writing and mathematics. Hopeworks' Academic Success Director designs individualized curricula tailored to each trainee. For youth who do not have a high school diploma, the Academic Success Director will focus the trainees Individual Literacy Plan towards success in obtaining a high school credential. For youth enrolling or already enrolled in college, the Academic Success Director tailors each trainee's Individual Literacy Plan to help them stay in, and succeed in their college classes.

He went on to explain the Cooper Medical Coding Initiative and how Hopeworks, Cooper University Health (CUH) and the Camden County College are working in partnership with the WDB and the One-Stop to provide a great opportunity for Camden residents.

Cooper University Health has an ongoing need to staff positions in its Revenue Cycle Department. The demand for these positions often exceeds the supply of qualified workers and Cooper UH typically meets this demand through the use of "agency" workers supplied by external staffing services. Cooper believes that there is a more cost-effective means to address this situation that also aligns with its long-standing interest in supporting the people of Camden.

Cooper wants to create career ladders for qualified individuals living in Camden who aspire to careers in Health Information Management. This is an opportunity to match civic interests with business needs. Additionally, Cooper believes that its interest in the employment of residents of Camden is consistent with the

purposes of a number of local government programs and the missions of Camden-based non-profit organizations. Working together, a consortium of such programs and organizations can achieve these mutual goals and advance our shared interests.

To further this approach, Cooper has assembled such a group, all of whom who have expressed a desire to participate in such a consortium. These include: the County of Camden, the WDB, Camden County College, One-Stop, Camden County Technical Schools and Hopeworks. The group has conducted several work sessions and developed a comprehensive program structure designed to promote the success of the participants.

Dan introduced Patrick Gindlator, a participant in this initiative. Patrick thanked the board for the opportunity and expressed how it has changed his life for the better. Dan closed his presentation by impressing the importance of not only giving a person an experience but more than ever, it is important that these kinds of partnerships give a person real opportunities.

#### 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 Ken Brahl; Gregg DeBaere seconded the motion. Motion carried. The meeting was adjourned at 10:45A.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