



**WORKFORCE DEVELOPMENT BOARD**

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

*Jeffrey S. Swartz, Executive Director*

*Carl A. Donato Jr., Chair*

**ABILITIES COMMITTEE  
MEETING MINUTES  
THURSDAY, FEBRUARY 12, 2026 VIA ZOOM**

Name	Organization	Trustee Member	13-Feb-25	13-Mar-25	10-Apr-25	8-May-25	12-Jun-25	10-Jul-25	14-Aug-25	11-Sep-25	9-Oct-25	13-Nov-25	11-Dec-25	11-Dec-25	8-Jan-26	12-Feb-26
Donato, Carl, Chair	An Affair To Remember	✓	X	X	X	X	X	X	X	X	X	X		X	X	X
Askie-Rosario, Andrea	CC Commission for the Blind			X	X	X	X		X							X
Banner, Salema	Center for Independent Living, So Jersey								X	X	X	X				X
Cirii, Frank	Camden County One-Stop	✓	X		X	X				X		X		X		X
Cole, Samuel	High Fcus Centers											X				X
De Feo, Marcello	ARC of Camden County															X
Floyd, Kwame	Teacher Apprenticeship Network															
Forman, Lois	Jewish Family & Children's Service		X		X	X	X	X		X					X	
Fugee, Antoinette	Cooper University Healthcare			X		X					X			X		
Lynn, Meghan	ARC of Camden County		X	X	X	X	X			X	X			X	X	
Martin, Janeene	Jewish Family & Children's Service															X
McClintock, Monica	Rowan University			X	X	X		X		X	X					X
McKelvey, Chris	NJDOL											X				
Perez, Irene	NJDVRS		X	X	X		X	X	X							X
Quijley, Kimberly	St. John of God Community Services		X	X	X		X	X	X	X					X	X
Rohlfing, Theresa	Center for Independent Living, So Jersey									X						X
Rosado, Joeliza	Truist Bank							X								
Santana, Theresa	Popcorn for the People									X		X		X	X	X
David Square	JEVS													X		
Storm, Jeanne, Vice Chair	American Water	✓						X						X		X
Weinberg, Oriel	Jewish Family & Children's Service		X	X	X	X										
Marlyn Kalitan	Pathways to Literacy Chair	✓						X	X							
McClelland, Stacy	Enterprise						X									
Watson, Jess	MidPenn Bank													X		
Waxman, Nicole	Enterprise						X									
Hardison, Richelle	WDB Staff								X	X	X	X				
Rohan, Michelle	WDB Staff		X	X	X	X	X		X	X						
Swartz, Jeffrey S.	WDB Staff		X		X		X	X	X	X	X			X	X	X
Vaughn, Debra	WDB Staff		X		X	X		X	X	X	X			X	X	X

**WELCOME**

Carl Donato, Chair, opened the meeting at 9:07 AM. Motion to approve the minutes of the January 8, 2025 was made by Frank Cirii, seconded by Jeff Swartz. The motion was carried with a majority vote to the affirmative and the minutes were approved. The committee’s transition to a new 9 AM meeting time received positive feedback from members.

**MAJOR INITIATIVES**

**Virtual Employment Event**

The committee is organizing a comprehensive virtual event focused on educating employers about hiring people with disabilities.

- Event Details
  - Date: May 14<sup>th</sup> at 9:00 AM
  - Format: Virtual presentation

- Target Audience: Employers and HR professionals
- Planning Discussion
  - Carl initiated the proposal for an early May event to share information about the committee's offerings with employers
  - Jeanne Storm suggested potential collaboration with American Water's ABLE employee resource group
  - Jeffrey emphasized the strategic value of partnering with existing events rather than creating standalone initiatives
  - Monica reminded the group of similar presentations they had conducted with Megan throughout the previous year
  - Jeffrey stressed that message repetition is valuable, even if presentation formats evolve
- Strategic Purpose
  - Provide information to employers about hiring people with disabilities
  - Promote the upcoming in-person Empowerment Expo scheduled for later in the year
  - Build on previous successful presentations

### **Dispelling Myths Initiative**

A significant portion of the discussion focused on addressing persistent misconceptions employers hold about hiring people with disabilities.

- Key Points Raised
  - Jeffrey explained that many employers harbor myths about the challenges and costs of hiring people with disabilities
  - Janeene recalled successful "Dispelling the Myths" events from 5-6 years ago and advocated for revisiting this concept
  - Jeanne emphasized the ongoing need for education about the benefits of hiring people with disabilities
  - Jeffrey highlighted that testimonials from employers who have successfully hired people with disabilities are particularly powerful and persuasive
- Committee Consensus
  - Addressing misconceptions is an ongoing, continuous need
  - Personal stories and real-world examples from employers have the most significant impact
  - This should be a recurring theme in committee outreach efforts

### **Centralized Resource Repository**

The committee explored creating a comprehensive, publicly accessible resource hub.

- Proposal Details
  - Marcello suggested creating a repository for recordings of past events and information about



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

upcoming events

- The resource would be publicly accessible to maximize reach and impact
- Jeffrey proposed adding an "Abilities Committee library" section to the Camden County Workforce Board website

• **NEXT STEPS**

- Carl expressed interest in the concept
- Carl and Marcello will discuss implementation details offline
- The committee showed strong support for developing this resource

**Spring into the Workforce Clothing Drive**

Megan is spearheading a clothing drive to support job seekers who need professional interview attire.

- Initiative Details
  - Purpose: Provide interview-appropriate clothing to people who need it
  - Donation Recipients: Wow Center Boutique and Red Cross
  - Megan will create promotional flyer
  - The WDB office will serve as a drop-off location

**UPCOMING EVENTS**

**March Abilities Committee Meeting Date Change**

- **New Date:** March 5<sup>th</sup> (Original Date: March 12<sup>th</sup>)

**Quarterly Board of Trustees Meeting**

- Date: March 18<sup>th</sup>, 9:00AM - 10:30AM on Zoom

**Irene Perez, Division of Vocational Rehabilitation Services (DVRS)**

**Targeted Hiring Event at Camden County College**

- Date: April 29<sup>th</sup>, 10 AM - 2 PM
- Location: Camden County College (Blackwood campus)
- Focus: Hiring event specifically for people with disabilities

**Monica McClintock, Tri-State HR Management Association**

Tri-State SHRM Annual Conference

- Date: May 7<sup>th</sup>

**Frank Cirii, One Stop**

- Spring Job Fair Date: May 15<sup>th</sup> at Cherry Hill Mall, 10:00 AM - 2:00 PM

**COMMITTEE UPDATES**

**Monica McClintock - Tri-State HR Management Association**

- Shared information about annual conference on May 7<sup>th</sup>
- Provided details on other upcoming events



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

**Janeene Martin - JFCS (Jewish Family and Children's Services)**

- Pre-ETS Services: Pre-Employment Transition Services for youth with disabilities
- J-time Program: After-school respite services
- Soups and Sweets Cafe: Employment training program

**Irene Perez - DVRS**

- Summer Job Opportunities: Actively recruiting for summer positions
- Employer Engagements:
  - CHOP (Children's Hospital of Philadelphia)
  - Advanced Technical Resource
  - Evolution

**Salema Banner - Center for Independent Living of South Jersey**

Support Services

- Food Pantry Services: Providing food assistance
- Security Deposit Assistance: Financial support for people with disabilities securing housing

**Frank Cirii - One Stop**

Transportation and Business Services

- Shuttle Service: Ongoing transportation support
- New Staff: David Spector joined as Business Service Representative
- Job Fair: May 15<sup>th</sup>
- Increased Referrals: Seeing growth in client referrals

**Debra Vaughn - CCWDB Summer Youth Work Experience Program**

- The grant application for the summer work experience program has been submitted to the State.
- The WDB is seeking businesses interested in hosting interns as work-learn sites

**COMMITTEE MEMBERSHIP**

**New Representatives**

- Marcello De Feo: Representing Megan from the Arc of Camden County
- Janeene Martin: Replaces Oriel Weinberg representing JFCS

**Potential New Members**

Carl mentioned the committee is expanding with potential new organizational representation from:

- Penn Medicine
- Wawa (possibly)
- Elks Club (possibly)



**WORKFORCE DEVELOPMENT BOARD**

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

*Jeffrey S. Swartz, Executive Director*

*Carl A. Donato Jr., Chair*

**IDENTIFIED CHALLENGES**

- Creating effective matches between job seekers with disabilities and appropriate employment opportunities
- Addressing persistent myths and misconceptions about hiring people with disabilities
- Maintaining momentum with repetitive messaging while keeping content fresh and engaging
- Coordinating between multiple organizations and committees for events

**COMPLETE ACTION ITEMS BY PERSON/GROUP**

**Megan**

- Create promotional flyer for "Spring into the Workforce" clothing drive
- Connect with literacy committee for potential collaboration opportunities

**Carl and Marcello**

- Discuss implementation details of centralized resource repository offline
- Develop plan for creating publicly accessible library of resources

**Jeanne**

- Explore possibility of incorporating May 14<sup>th</sup> event into American Water's ABLE committee agenda
- Inform committee whether May 27<sup>th</sup> ABLE meeting can include awareness presentation

**Andrea**

- Ask supervisor about attending March 5<sup>th</sup> meeting

**Jeff**

- Reach out to Monica about the Tri-State HR Management Association conference
- Explore possibility of creating an Abilities Committee library section on the Camden County Workforce Board website

**All Committee Members**

- Save the date for targeted hiring event at Camden County College on April 29<sup>th</sup> from 10 AM - 2 PM
- Prepare for May 14<sup>th</sup> virtual employment event at 9:00 AM

**STRATEGIC THEMES**

**• Collaboration Over Duplication**

The committee emphasized partnering with existing events and organizations rather than creating standalone initiatives. This approach maximizes resources and reach while reducing redundancy.

**• Power of Personal Stories**

Multiple members highlighted that testimonials from employers who have successfully hired people with disabilities are the most effective tool for changing perceptions and dispelling myths.

**• Repetition with Purpose**

The committee acknowledged that repeating core messages about disability employment is valuable and



WORKFORCE DEVELOPMENT BOARD

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

---

*Jeffrey S. Swartz, Executive Director*

*Carl A. Donato Jr., Chair*

necessary, even if presentation formats evolve. Consistent messaging helps combat persistent misconceptions.

- **Resource Accessibility**

There is strong interest in creating publicly accessible resources that can serve both committee members and the broader community, extending the committee's impact beyond meeting attendees.

**ADJOURNMENT**

Motion to adjourn was made by Irene Perez, seconded by Monica McClintock. The motion carried with a majority vote to the affirmative and the meeting adjourned at 10:09 AM.

**The next Abilities Committee meeting will be held on Zoom on Thursday, March 5, 2026 at 9:00 AM.**

**The next quarterly Board of Trustees meeting will be held on Wednesday, March 18, 2026 at 9:00 AM on ZOOM.**

Respectfully submitted by Debra Vaughn, Executive Assistant