



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

MARCH 27, 2019, 8:30AM

CAMDEN COUNTY COLLEGE 200 COLLEGE DR, BLACKWOOD, NJ 08012

Board of Trustees		27-Jun-18	26-Sep-18	19-Dec-18	27-Mar-19
Weil, Robert (CHAIR)	Conner Strong & Buckelew, Inc.	X	X	X	X
Abusi, Patrick	Railroad Construction Co. of South Jersey		X		X
Arthur, Debra	Camden County Regional Chamber Of Commerce		X	X	
Borden, Donald	Camden County College	X	X		X
Brahl, Ken	Ratvitz Family Markets, ShopRite	X		X	
Bresch, Jim	I.B.E.W. LU 351			X	
Campbell, Art	Chamber of Commerce		X		X
Cirii, Frank	Local Area Operation Director, CCOS			X	X
Connors, Kristi	NJ Department of Labor	X	X	X	X
Cooper-Vanderlip, Diana	CPAC	X		X	
DeBaere, Gregg	Atlantic Coast Communications	X	X	X	X
Deitz, Jeffrey	Division of Vocational Rehabilitation		X		X
Donato, Carl	Wawa Inc.	X	X		
Figuroa, Victor	Camden County Housing Authority	X		x	X
Fitzgerald, Patricia	Camden County Technical Schools		X	X	X
Friedman, Joshua	Director, Operator One-Stop Career Center	X	X	X	
Godorov, Lori	The Work Group				
Green, Elizabeth "Beth"	Senior VP HR Cooper Hospital			X	X
Heintisz, Christine	Board of Social Services			X	X
Janoff, Carla	Careers USA				
Kalitan, Marlyn	Kalitan Consulting	X	X		X
Kelly, Sandra	SLK Partners				
Kiselewski, Michael	Painters Local District Council 711				
Maggio, Jim	TFG/Judge Group		X	X	
Miller, Richard	Capital One Bank			X	
Mitchell, Wilbert	Respond Inc.				
Potts, John	Graphic Communications				
Regensburger, Robert C.	Lockheed Martin			X	X
Riggins, Matthew	Riggins Oil				
Schiavinato, Robert	Union Organization for Social Services	X	X		
Shuttleworth, Patrick	Camden County Improvement Authority		X		
Stettler, Mark	T&M Associates				
Verney, Matthew	TD Bank		X	X	X
Willmann, Michael	WMSH Marketing Communications	X		X	X
Young, Jennifer	Verizon			X	
Camden County Workforce Development Board Staff		27-Jun-18	26-Sep-18	19-Dec-18	27-Mar-19
Levitt, Alex	WDB, Administrative Assistant	X	X	X	X
Primas, Theo	WDB, Program Evaluator	X	X	X	X
Swartz, Jeffrey	WDB, Executive Director	X	X	X	X
Varallo, Kathleen	WDB, Administrative Assistant to the Director	X	X	X	X
Williams, Leslie	WDB, Comptroller	X	X	X	X

Committee Members		27-Jun-18	26-Sep-18	19-Dec-18	27-Mar-19
Abrams, Barbara	Jewish Family and Children Services				
Arroya, Rosy	CPAC				
Banks, Evangeline	Juvenile Justice Commission				
Bryant, Janice	Camden County One-Stop				
Cipolla, Joe	JEVS				
Clark, Jeffrey	Division of Vocational Rehabilitation				
Davis, Keith Pastor	Camden Dream Center Technical Training School				
DiRenzo, Patti	Camden County One-Stop				
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services				X
Knoff, Dick	Marketing Professional				
Lucas, Angela	Jewish Employment and Vocational Services				X
Maguire, Laurie	Camden County One-Stop, MIS Manager	X		X	
Mayor Thomas Weaver	Clemonton				
McCormick, Carol	Camden County College, Business Services	X	X	X	X
McKinsey, Denise	Respond Inc.	X	X	X	
Nicolasa, Medina	Deputy Director, Board of Social Services	X	X		
Newman, Jason	NJDOL, Veteran Services	X	X		X
Page-Soncrant, Jeanne	LWD, Business Services			X	X
Pape, Barbara	Camden County One-Stop, Fiscal Manager			X	
Peterson , Jyi	Camden County One-Stop, Youth Counselor				X
Rhoton, Daniel	Director, Hopeworks				
Rodgers, Danielle	Camden County One-Stop				
Sinclair, Nidia	Director, Camden County Career Center			X	X
Vasquez, Marisol	Camden County One-Stop, Youth Counselor				
Waller, Darchelle	Winslow Township High School	X	X	X	X
Wardlow-Hurley, Rhonda	HACC Youth Build				
Wilson, Janea	NJDOL, Business Services				
Guest:		27-Jun-18	26-Sep-18	19-Dec-18	27-Mar-19
Allen, Mikala	Camden County One-Stop Career Center	X	X		
Ayscue, Brian	Camden County One Stop Career Center	x	x	X	X
Baxter, Fred	Camden Health and Athletic Association				X
Bezych, Lou	Cooper Health				
Bonnette, Darlene	NJ MVC			X	
Burch, Mona	Image and Attitude	X			
Candelaria, Heather	NJCBVI			X	
Cassidy, Kathy	Camden County Technical School	X			
Covington-Hoess, Christine	CFS				
Cerrito, Vincent	RAI	X		X	
Colquitt, Tammy Dr.	Image and Attitude	X			
Curry, William	Camden County One-Stop, EO Officer				
Davis, Sunday	Camden County Career Center				
DeLucia, Dan	Keller Williams				X
Doblick, Duke	Literacy Assessment Fund	X			
Dombrowski, Joseph	LWD				
Eisenmann, Kevin	Camden County One Stop	X	X		X
Ellison, Alexis	Community Options			X	X
Felch, Lisa	Camden County BSS				X
Friedner, Debbie	Camden County College			X	
Fussell, Imani	Camden County	X	X	X	
Gilani, Raza	America Works of New Jersey, Inc.	X			
Gao, Ni			X		
Grabelle, Lisa	Bags of Books/Love Letters			X	
Guzman, Elizabeth	DVRS	X		X	
Hanna, Kaina	Camden County College		X		
Hewlet, Bryce	Respond Inc.				X
Hill, Lauren	Camden County Career Center, Youth Manager				
Iannucci, Susan	Camden County College		x		
Johnson, Shani A.	Camden County College- Camden City		X		
Kaur, Kinder	America Works of New Jersey, Inc.	X			X
King, Druccella	Employment Service				X
Kinzy, Joann	Camden County College	X	X	X	
Kline, John	Camden County BSS				X

Guest:		27-Jun-18	26-Sep-18	19-Dec-18	27-Mar-19
Leonetti, Mike	DMV			X	
Levitt, Jill	DOLWD	X			
Mannino, Maritza	EMR			X	X
Marchetti, Tony	CCC Retired			X	
Martinez, Marilyn, Dr.	Camden County College, Interim Dean				
MacEwan, Mike	MacEwan Consulting		X		
McGraw, Terry	Public Safety				
McFarland, Salama	Camden County BSS				X
McKelvey, Chris	LWD	X			
McLaughlin, Margie	Salvation Army/ Camden KROC Center				X
Morris, Robin	Camden County One Stop			X	
Nieves, Aida	EMR				X
Perez, Angel	Camden County One Stop	x			
Picciorelli, Vincent	Mid Atlantic States Career and Educational Center				X
Quattrone, Cathy	Camden County Technical School		x	X	X
Respes, Avidon M.	BRIODS Mindset Media Music			X	
Reyes, Alice	Guest of Success Story	x			
Rhodes, Jim	Camden County Deputy Administrator				
Robles, Diamond	EMR Success Story				X
Russick, Nancy	EMR			X	X
Russomanno, Salvatore	Applied Enterprises, LLC	X			
Sayles, Keith	Camden County College			X	X
Schwenke, Ron	LAN Associates			X	
Silas, Lestres	Bancroft				X
Shaffer, Derena	Camden County College			X	X
Soto, Candy	EMR				X
Stanford, LeRoy	Camden County College		X		
Strothers, Sandra	NJCC Foundation				X
Taguwa, Denise	Department of Labor Workforce	X	X	X	X
Vaccari, Raymond	Manufacture New Jersey	X	X		
Veneziani, Jennifer	DVRS, Business Outreach Coordinator	x	x	X	X
Venable, Margo	Camden County College			X	
Wallace, Jaelyn	Camden County College		X		
Williams, Rev. Michael	Abundant Life Fellowship Church	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	
Yuen, Paul F.H.	NJ LWD				
Zeck, David	MASCEC				X

CALL TO ORDER

Chair Robert (Bob) Weil called the meeting to order at 9:10am.

WELCOME

WDB Chair Bob Weil welcomed Board members and guests, thanked them for attending the quarterly Board Meeting and asked for introductions.

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

Bob introduced Donald Borden, President, Camden County College, as host of the meeting, to provide welcoming remarks. President Borden welcomed attendees and said he was happy to see such a large turn-out to the meeting. He said there is a wide array of services providers, educators and private sector businesses represented here today. People that are really committed to provide opportunities for residents in the community and the county we serve. He addressed those present who have not attended this meeting or visited the college before and welcomed them to the Blackwood Campus. He also made them aware of the Camden

City Campus and the satellite campus located at the Rohrer Center in Cherry Hill, NJ. He noted that many people are not aware that the college operates the Emergency Training Center where police, fire safety and law enforcement county personnel are trained. Borden reviewed a “not so serious work history” that brought him to his position as president of the college. He jokingly said that he had been a psychic and lost his job. He said he did not see that coming. He worked for Nike and he just could not “do it” anymore. He loved being a maze designer but “got completely lost in his work.” He was given a job inspecting mirrors but “he just could not see himself doing that.” He finished with wanting to be a barber but “he couldn’t cut it.” The audience laughed and applauded.

He said, on a more serious note, that it is a really exciting time in terms of the workforce development area. He attended a function in Newark yesterday, March 25th with Phil Murphy, Governor, and Zakiya Smith Ellis, Secretary of Higher Education. The agenda of that meeting outlined a student centered plan for higher education. What is encouraging to all of us is the workforce side of that plan is extremely strong and very evident. The idea that it’s not just students transitioning from High School to a post high school work or education experience but really looking at the entire population in the State and looking at the business and industries that are served and creating pathways or partnerships that meet the needs of everyone involved in that continuum. Many individuals are looking to find their way into a living wage job and are looking to reimagine themselves and provide a better opportunity for themselves and their families. Higher education is looking for better ways to serve the businesses and industries that are looking for quality employees to meet their needs and move their organizations forward. The best part of that conversation is that we are all involved in this effort. We can continue to look at the effort as a partnership between schools and the workforce. He recognized Pat Fitzgerald, Superintendent, Camden County Technical School and the power of their partnership with Camden County College. Their students are earning college credits and really having a jump start and opportunity to move forward in their career hopes. These are efforts that can be expanded throughout the region and finally the college’s partnerships with business and industry which are being further developed every day. He also recognized Carol McCormick, Senior Account Executive, The Corporate Training Institute, and Margo Veneble, Dean of the Division of School, Community & Workforce Training Programs. They work with area businesses and bring them in to advise the college as to what their needs are and how these needs can be incorporated in the curriculum. The old format was to train students with college courses and expect employers to pick from these candidates. The new method is to develop programs based on the skills demands or needs of the employer. In this way everyone is served more positively. He thanked everyone for attending and joining this new era of education serving the growth of economic and workforce development.

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 March 13, 2019. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

APPROVAL OF DECEMBER 19TH, 2018 MEETING MINUTES

Matt referred to the minutes from the last quarterly meeting of December 19th, 2018. These minutes were sent electronically to the full Board of Trustees for review. Matt requested a Motion to approve the meeting minutes from December 19th, 2018. The first motion was made by Pat Fitzgerald and seconded by Art Campbell. By majority vote of the affirmative, the motion was carried and the minutes were approved.

ONE-STOP EVALUATIONS REVIEW

Gregg DeBaere, Treasurer, WDB, presented two One-Stop Program Evaluations. He said while there is no vote needed to accept the evaluations, they are required as part of the State Education and Training Commission, (SETC) WDB Certification process. All certification documents were submitted to the SETC back on December 1st, 2018. The evaluations were completed in November, 2018 at the request of the SETC. They requested that these evaluations be shared with the entire WDB Board Membership. The WDB Certification has been preliminarily approved and in keeping with tradition, Camden County was the first county in the State to complete this process. The Operations Committee oversees the process of Certification in conjunction with the Board. The Board was asked to pick two program areas to evaluate. The two program areas evaluated were the Youth One-Stop and Youth Services as well as the Learning Link program. The evaluation reviewed the processes and stated what worked or did not work and how the programs could be improved going forward. The State likes to review these types of evaluations because it gives them ideas for best practices, going on around the state and to share them with other local areas. He asked if there were any questions regarding the evaluations. There were no questions.

INTRODUCTION OF THE GUEST SPEAKER-ROBERT WEIL

Bob introduced Hugh Bailey, Assistant Commissioner, NJ Department of Labor and Workforce Development, Division of Workforce Development.

Hugh Bailey, is the Assistant Commissioner for Workforce Development in New Jersey's Department of Labor and Workforce Development. There he manages workforce development initiatives geared towards connecting businesses with workforce needs to career seekers. These initiatives include apprenticeship, adult and youth employment opportunities and work-based learning that engages employers.

Most recently, he was the Chief Operating Officer for Philadelphia Works where he was responsible for all the WIOA and TANF workforce development activities including youth and industry partnerships.

Prior to Philadelphia Works, Hugh, working for ASHLIN Management Group, was senior project director for a number of contracts including a Department of Education project examining the perceived stigma associated with Career Technical Education (CTE) enrollment. He also managed a comprehensive workforce development – employer engagement program designed to create healthcare and IT career paths to reduce H-1B dependency and managed all of ASHLIN's TANF workforce development efforts.

Hugh served as the Associate Director for One-Stop Operations at the District of Columbia's Department of Employment Services. He managed the programmatic and operational implementation of the one-stop career centers where job-seekers accessed workforce resources. Even earlier, Hugh was the workforce development Director for the Montgomery County Department of Economic Development's Division of Workforce Services. He managed federally funded workforce development programs for Montgomery County, MD.

As the National Program Director for American Community Partnerships (ACP), Hugh managed a national program that moved low-income public housing residents from unemployment to meaningful work through a pre-apprenticeship program sponsored by local housing authorities and building trade unions. Hugh served as an executive board member of the National Association of Workforce Development Professionals.

Hugh proudly worked for the Corporation for National Service as the senior program officer for college-based community service programs.

KEYNOTE SPEAKER

Hugh Bailey, Assistant Commissioner, NJ Department of Labor and Workforce Development.

Hugh thanked attendees and thanked Bob Weil for the kind introduction. He began by reviewing the ways he grew into his current position by serving all areas of workforce development including case management, as a business services representative and as a WDB Director. He is grateful for workforce development leaders like Jeff Swartz and Bob Weil who helped him make the transition from Pennsylvania to New Jersey labor. He went on to say that sometimes, in the past, the State was not always as close to the local areas. The new team at the Department of Labor and Workforce Development (LWD) is committed to a new level of response, candidness and transparency as they transition into the coming years. Hugh recognized Victor Figueroa, Director, Camden City Housing Authority. He worked there with Victor in the 1990's. He helped launch the career and trades apprenticeship program. He also recognized Donald Borden and thanked him for hosting the meeting. He toured some parts of the wonderful campus before attending the meeting. He will visit again.

Hugh shared some of the mission, priorities and goals held by the new administration. He has spent some time meeting with staff, visiting each career center and listening to the council of WDB members of the local areas around the State. LWD is also in the process of re-evaluating some of the programmatic priorities and goals as well. It's through innovation and receptivity that LWD can set priorities and achieve new goals. He learned one very valuable lesson since starting his position in April, 2018 and that is that everything is local. Everything starts at where the employer, the jobseeker and workforce professionals can meet. He agreed with President Borden that the State is in exciting times. Partnerships are forming that will truly expand opportunities for career seekers as well as meet the needs of industry and employers. The WDB has a tremendous friend and champion in Robert Asaro-Angelo, Commissioner, LWD as well as the broader team of professionals to help reach new workforce goals. Now is the time to share the innovation that is born in Camden County and can be shared statewide. Highlighting best practices that may be replicated around the State will create a better level of customer service which is one of our top priorities. He said he sees the role of his division at LWD is to close the gap between the career seeker and the employer or industry to make sure it balances on both sides. The goal or mission of our division is to provide leadership, funding and training opportunities that support New Jersey's workforce system in a manner that effectively facilitates access to meaningful employment and workforce solutions for its residents and businesses. That mission statement was written with a lot of effort and intent and he hopes it resonated with some attendees here today. He said the goal is that all of us should see ourselves in the context of that statement. Whether you are an employer, a business, or a member of a workforce development board, or staff that work at a One-Stop or College. We should all see ourselves a part of the process that creates workforce solutions. We want to ensure that our workforce is properly skilled and prepared to meet the needs of employers. He said the history of his career was focused on training the career seeker but there was no conversation with the employer, the training provider, local college if those skills matched the industry needs. We made too many assumptions that by virtue of them being trained, that they were ready to go to work. Fortunately workforce development has evolved over the years. Camden County seems to realize that while it is a system that supports the career seeker, it is also a system that supports the needs of the employer. We have a responsibility to improve our ability to serve the customer who is the career seeker and the employer.

Hugh discussed the partnerships between the training vendors and the One-Stop career centers and improvements that can be made in training programs to ensure that the competencies employers need are built into the curriculum. One-Stop Career Counselors are the front line voice that can change the direction of a career seeker toward training for a better, more sustainable career path and not just a job. The State's focus on developing meaningful apprenticeship programs is answering the challenge to provide better job skills with the input of the employer.

Hugh said the Talent Development Networks have been a good foundation for developing the conversations needed by employers. They will be evolving into a new model of sector based Industry Partnerships with

employers driving the input to the development of new training programs. They will be more of a collaborative of employers, educator, and industry leaders. The intent is that these partnerships will be led by business. The idea is to have three regions of partnerships based on the local industry needs of that local area. He also said that he wants to empower workforce development boards to be the drivers of workforce investment strategies and priorities for the local areas. It is not an accident that the leadership of workforce development boards is made up of a majority of private sector members. One of the primary reasons a company will re-locate is that they cannot find a skilled workforce in that local area. We do not ever again want to drive a business out of this state for that reason. One-Stop Operators and Partners are a critical part of the eco-system of the work product in a local area.

Hugh said another goal of the new LWD administration is to improve the referral system and tracking of those referrals between One-Stop Partner agencies. It's important to know where the customer is in the system. Did the customer get a job, are they still in training, or did they exit and why? These are questions that often go unanswered in the current referral system. The WIOA law state clearly that One-Stop partners are a critical part of the workforce system. Regular One-Stop partner meetings are critical to connecting the customer to every service opportunity that is available to them. He also discussed some new plans for training and development of front line staff that is being developed. He thanked attendees for their dedication and continued support of the great workforce eco-system in Camden County and to the mission and new vision of the Department of Labor and Workforce Development. He assured the board of a returning dedication by the State to provide improved communication and support of the local workforce systems.

CAMDEN COUNTY ONE-STOP CAREER CENTER, REPORT

Bob introduced Frank Cirii, Local Area Operations Director. Frank reviewed the following report.

WIOA Performance Reports as of 2/27/19. Program Year 2018 (July 1, 2018 through June 30, 2019):

- Title I (Adult, Dislocated Worker, and Youth) report section is based on only those participants who exited the program on or after July 1, 2017.
- Title I Summary Report for PY'18 Quarter 2:
 - Exceeding - 2 Adult targets, and 2 Youth targets.
 - Meeting - 1 Adult target, and 1 Dislocated Worker (DW) target.
 - Failing - 2 DW target, and 1 Youth target.
 - Data not available - Median Earnings and Skill Gains.
- Quarter 1 and Quarter 2 are partial data as follows:
 - Retention (Q4) 50% of data.
 - Credential 50% of data.
- LWD continues to provide staff training as new WIOA versions of AOSOS are implemented; as staff learn how to utilize new fields, data is expected to improve.
- Wagner Peyser (WP) Summary Report for PY'18 Quarter 2:
 - WP Exceeding both targets.
 - Employer Recruitment events July through February total 31.
 - Employment Services provided services to over 5467 customers through February 2019.
- WorkFirst NJ
 - Services (TANF, GA/SNAP, SNAP) from 7/1/18 to date total 1,584.
 - Smart Steps services total 61.
- NJ OJT
 - One (1) GA contract written since 7/1/18.
- Youth One-Stop

- Occupational training enrollments since 7/1/18 total 25.
- A total of 158 youth exited in PY18 (performance data pending).

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

WDB Success Story; Mr. Charles Yancey

Jeff introduced Jyi Peterson, Counselor, Youth One-Stop, to introduce Mr. Charles Yancey as the March 2019 Camden County Workforce Development Board Success Story. He read this success story statement.

He read the following statement;

Charles is an energetic and enthusiastic person who was fiercely focused on overcoming various obstacles. Throughout it all, Charles remained optimistic about finding a career, and as he would often say “I’m looking for a career, I’m not looking for a job anymore”.

At the time of eligibility, Charles Yancey was a 24-year-old male with barriers to continuing education and employment. During his initial assessment with Jyi Peterson, Counselor, Youth One-Stop. His barriers were identified.

Jyi recommended that Charles receive supportive services that would assist him with becoming marketable for continuing education and employment opportunities. Charles was referred to the Camden County Workforce Learning Link (WLL) to obtain educational supports to increase his basic skill levels. After successfully exiting from the Camden County Workforce Learning Link, Charles and Jyi discussed Charles’ career goals. The objective was to transition Charles into occupational training so that he could gain a credential, related licenses and endorsements as a Tractor Trailer Driver.

Charles and Jyi agreed that a primary goal was to pursue career training that would enhance his employable skills so that he could become marketable for future stable employment opportunities leading to self-sufficiency. Charles elected to attend Smith & Solomon Driver Training School to obtain his CDL-A and Forklift operator endorsements.

Charles made a commitment to himself and the Youth One-Stop counseling team that he would be dedicated to increasing his basic skill levels while receiving supportive services leading to an in-demand occupational training opportunity. Initially, Charles exhibited the dedication that he spoke of and agreed upon immediately. Charles’ only means of transportation was his skateboard, he traveled over 6 miles each way to attend the WFL four days per week, for 20 hours. Once Charles increased his basic skill levels he began occupational training at Smith & Solomon. At the completion of occupational training Charles began working full-time at Weaver Oil Company earning twenty dollars per hour.

Jeff presented a Certificate of Achievement to Mr. Charles Yancey, a deserving candidate of WIOA Youth funding that has positively changed his life.

WDB Success Story; Diamond Robles, EMR Group.

Jeff said that when an employer collaborates with Business Services of the NJ Department of Labor & Workforce Development, numerous resources and connections are available. Jeanne Page-Soncrant, our business services representative, first learned of EMR Group, from Freeholder Jon Young and Josh Friedman who at that time was our Local Area Operations Director. EMR was expanding and had significant staffing needs in Camden, New Jersey. He introduced Terry Pearce, Vice President of Human Resources, EMR USA.

EMR is a global leader in metal recycling which employs 1,600 employees in more than 50 sites within the US. Terry is energized by creating HR strategy and building functions which align and integrate with changing business needs. She has a successful track record of HR leadership in multiple companies (Severn Trent Services, Independence Blue Cross, and The Vanguard Group) and countries (US, China, Italy, Japan, Singapore, Spain, UAE, & UK).

Terry said that EMR was contacted by Jeanne Page-Soncrant, Business and Employment Services Representative, LWD. Terry said Jeanne made her aware of all the employer services the State and One-Stop could provide EMR in terms of training and recruitment. Jeanne was asked to coordinate strategic team meetings, plant tours and schedule a "Recruitment". Fostering collaboration with key partners, such as Volunteers of America, the Parolee Employment Placement Program and one of our training providers, Respond Inc., was essential.

The first Recruitment was scheduled for March 2, 2018. Parolee Employment Placement Specialists Isaac Young and Vince Piccurelli, identified Diamond Robles as a candidate. They prepared Diamond and their other clients as they usually do via small group activities and one-on-one meetings.

Diamond was interviewed that day. Due to Diamond's positive demeanor and communication skills, Recruiter Nancy Russick immediately saw Diamond fitting in well as a Scale Operator. Nancy felt Diamond would be great in Customer Service. Recruiter Maritza Mannino and the site's hiring manager concurred.

After 120 days of successful employment, Diamond completed the program requirements. A year later – EMR management continues to reiterate how well she's doing. Diamond has NEVER missed a day, and has received two pay increases. Diamond has kept in touch with her original recruitment team and has let them know on more than one occasion how pleased she is with the opportunity and how this job has allowed her to pay off some debt. Now, Diamond is working towards buying a car. Her anniversary date at EMR was yesterday, March 26, 2019.

Jeff presented a Certificate of Achievement to Diamond. She was also presented with an employment appreciation award from Terry Pearce and Nancy Russick.

Bob Weil also presented a Certificate of Employer Appreciation to Terry Pearce, Vice President of Human Resources, EMR USA.

ADJOURNMENT

Before Bob closed the meeting by thanking Hugh Bailey and all attendees for their continued support of the WDB. He thanked President Borden for hosting the meeting at Camden County College and for their continued partnership with the WDB. A Motion to adjourn the meeting was made by Gregg DeBaere and Ryan Doran seconded the motion. Motion carried. The meeting was adjourned at 11:09A.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