

**ABILITIES COMMITTEE  
MEETING MINUTES  
THURSDAY, MAY 11, 2023 (ZOOM)**

**ATTENDANCE**

COMMITTEE INFORMATION AND ATTENDANCE									
Name	Organization	Trustee Member	10-Nov-22	8-Dec-22	12-Jan-23	9-Feb-23	16-Mar-23	13-Apr-23	
Cirii, Frank	Camden County One-Stop	✓	X		X	X			
Coleman, Ardella	Cooper University Healthcare						X		
Deitz, Jeffery	Division of Vocational Rehabilitation Services	✓							
<b>Donato, Carl, Chair</b>	Wawa	✓	X	X		X	X	X	
Forman, Lois	Jewish Family & Children's Service		X		X	X	X	X	
Freire, Edison	JEVS Human Services			X			X	X	
Fugee, Antoinette	Cooper University Healthcare							X	
Galvin, Tim	Cooper University Healthcare								
Lucas, Angela	JEVS HireAbility			X					
Marks, Karen	Jewish Family & Children Service of Southern NJ								
McClintock, Monica	Rowan University		X	X			X	X	
Metzger, Frances	Cooper University Healthcare						X		
Quinones, Cris	Wawa								
Scott, Jessica	The Arc of Camden County			X	X		X	X	
Spinelli, Allison	Gloucester County						X	X	
Weinberg, Oriel	Jewish Family & Children's Service				X	X	X		
Henderson, Bridget	WDB Staff								
Levitt, Alex	WDB Staff		X			X	X	X	
Swartz, Jeffrey S.	WDB Staff		X	X	X	X	X	X	
Vaughn, Debra	WDB Staff		X	X	X	X	X	X	
Williams, Leslie	WDB Staff								X

**WELCOME**

Carl Donato Jr., Committee Chair, greeted the attendees and the meeting was called to order at 8:34 am.

**APPROVAL OF MINUTES FROM THE PREVIOUS MEETING**

Carl asked for a motion to approve the minutes from the April 13, 2023, meeting. Motion to approve the minutes was made by Lois Forman, seconded by Monica McClintock. The motion carried, with a majority vote to the affirmative and the minutes for April 13, 2023, were approved. Carl then asked the meeting attendees to introduce themselves and their affiliation with the committee. Among the meeting attendees was Shawn Clark, a featured speaker for the veteran hiring event at Cooper University Hospital. Shawn is the Director of Talent Acquisition for Penn Medicine's Ambulatory and Outpatient Region. He is a 25-year Army retiree.

**Discussion – Veterans Hiring & Resources Event**

Carl Donato – Committee Chair

- The first hour of the event will be educating employers about hiring veterans and interpreting military experience. While the employers see speaker presentations, veterans will be receiving interview coaching, and resume development. Additional resources will be available to provide benefits information and assist them with their personal needs. After lunch, the event will pivot to veterans networking with employers and on-the-spot interviewing.
- Ardella Coleman commented that in the event the veteran turnout is low, the event could pivot into a roundtable discussion with employers. Should the event turn to a roundtable discussion, Ardella stated that Shay Turnage, Director of Talent Acquisition at Cooper, could attend as a Talent Acquisition Consultant.

- Ardella stated event flyers will be circulated and there could be a media presence at the event. Jeff commented that the WDB does have a release form in the event that photos or video are taken. The form will be shared for review. Tim Galvin asked what the Cooper role in the introduction of the program was, and how much time they would have to speak. Ardella provided names of people from Cooper who may speak at the event opening but will send a confirmed list.
- Frances Bowen-Metzger commented that parking vouchers will be available for the event attendees.
- Jeanne Page-Soncrant suggested opening the event to the families of veterans, especially military spouses. Ardella responded that the space is limited and would not be enough to extend the invitation to additional people.
- Allison Spinelli will attend the event with Alisha Thompson to assist veterans. They will continue to circulate the flyer through the Gloucester County WDB and Rowan College South Jersey's Veteran's Dept., as will a former colleague at the Veterans Affairs for Cumberland County. Allison will provide the folders for the employer and veteran handouts. In addition, Allison offered that her colleague from the Veterans Affairs Dept. would be willing to speak about PTSD if needed.
  - The veteran handouts provided by Monica McClintock, which includes a pdf of a behavioral based interview, resume-writing template and tip sheet.
  - The employer handout will include a "toolkit" which provides resources and information about various credits for hiring veterans.

#### Jewish Family & Children's Service (JFCS)

Lois Forman, Job Bank Coordinator

- The annual vocational breakfast was held on Friday, May 5<sup>th</sup> to recognize employers and employees who had a successful partnership.
- The 15<sup>th</sup> Annual 5K Run/Walk 4 Family & Friends with Cancer was held on Sunday, May 7<sup>th</sup> at Voorhees. The JFCS was a recipient of funds raised by the event for its Financial Assistance for Cancer Patients Program.

#### Cooper University Health Care

Antoinette Fugee, Workforce Development Consultant

- Cooper University Health Care is working with Jeanne Page-Soncrant and Andrea Askew-Rosario to provide a more inclusive approach to its workplace development in terms of people with disabilities. She is currently working with two autistic community partners to see what levels they can be brought in with frontline workers. Cooper University Health Care will continue to use new approaches to inclusivity in their workforce.

#### New Jersey Commission for the Blind and Visually Impaired

Andrea Askew-Rosario, Business Relations Specialist

- The Commission for the Blind and Visually Impaired is working on a new initiative called "Progressive Employment." Andrea commented a roll-out of the initiative did not receive much response in the southern part of the state and it is now being rolled out in the central part of the state with a training center in New Brunswick. The initiative involves helping students gain employment at the level of their abilities. Some of the students unsure of their employment interests and are being offered tours and possibly matched with employers as interns. Students gain experience in the workplace and employers gain insight into working with individuals with visually impaired.

#### Rowan University/Tri-State HRMA

Monica McClintock, Adjunct Professor

- Tri-State HRMA held their annual conference on May 4<sup>th</sup> with a few hundred attendees. Their last meeting of the year will be on June 1, 2023. Geoffrey Klein, who is a Ted X Speaker, will present "Back to the Future with the Science Of Story." Registration for the event can be done at <https://tristatehr.org/>.

NJ DOL Business Services

Jeanne Page-Soncrant, Business Services Representative

- Jeanne continues to fill in for the Veterans Affairs representative and support Camden County business with their recruiting needs.

Rowan College of South Jersey

Allison Spinelli, Executive Director of Compliance and Program Analysis

- No update

WDB Summer Youth Employment Program/Youth Committee

Alex Levitt, WDB Administrative Assistant

- Alex provided an update on the SYEP applications, interviews, orientation and work-learn site status. In addition, he is preparing materials for the June Quarterly Board meeting.

Wawa, Inc.

Carl Donato, Abilities Committee Chair, Wawa Store Operations Recruiter

- The Supported Employment Program at Wawa is being enhanced to improve recruiting and training efforts.

Workforce Development Board

Jeffrey Swartz, Executive Director

- After almost 3 years, Cooper University Health Care, in partnership with Hopeworks and other entities, will begin its the EMT Training program on June 17<sup>th</sup>. The program is open to Camden County residents. The training program is especially timely, as it was recently reported on national news that there currently is a nation-wide shortage of EMT's.
- The regional and local plans have been completed. The local plan will be added to the Commissioners upcoming agenda for approval. The plans are both posted on the WDB website.
- The WDB staff provided support to the Literacy Committee for their "Bring a Child to the Library" event at the Clementon Memorial Library in April and will continue to support the Abilities Committee to promote its veterans resource and hiring event on June 8<sup>th</sup> at Cooper University Hospital.

**CLOSING COMMENT**

Carl Donato, Chair

Meeting attendees were asked to give consideration to ideas for a Fall event that focused on both people with "different abilities" and disabled veterans. Jeff suggested October is National Disability Employment Awareness Month (NDEAM) and possibly partnering with a DVRS event. Irene Perez (DVRS) is currently out on leave, so the idea will be revisited at the next meeting.

**ADJOURNMENT**

Carl asked for a motion to adjourn. Motion was made by Jeanne Page-Soncrant and seconded by Antoinette Fugee. The motion was carried with a majority vote to the affirmative and the meeting was adjourned at 9:30 am.

**NEXT MEETING**

The next Abilities Committee meeting is scheduled for Thursday, July 13, 2023 at 8:30 am. The meeting will be conducted via Zoom.

Submitted by,

Debra Vaughn

Administrative Assistant to the Executive Director