

ABILITIES COMMITTEE MINUTES  
THURSDAY, JUNE 11, 2020 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		9-Jul-19	27-Aug-19	17-Sep-19	8-Oct-19	26-Nov-19	14-Jan-20	13-Feb-20	12-Mar-20	9-Apr-20	14-May-20	11-Jun-20
<b>Maggioncalda, Jim CHAIR</b>	TFG Management Services	X	X	X	X	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ	X	X									
Cirii, Frank	Local Area Operations Director	X	X		X	X	X		X	X	X	X
Deitz, Jeffery	Division of Vocational Rehabilitation Services											
Donato, Carl	Wawa		X	X	X		X	X		X	X	X
Forman, Lois	Bancroft		X				X	X	X	X	X	X
Fugee, Antoinette	Center for Family Services							X				
Hale, Dawn	The Arc of Camden County	X		X			X			X	X	X
Lucas, Angela	JEVS HireAbility		X	X	X			X			X	
Marks, Karen	Jewish Family & Children Service of Southern NJ								X		X	X
McClintock, Monica	Adjunct Professor, Rowan University				X	X		X	X	X	X	X
Mills, Jay	NJ Commission for the Blind and Visually Impaired											X
Smith, Veda	Camden County Independent Living Center							X		X		
Taguwa, Denise	LWD-WDB Coord + Support			X		X				X		
Veneziani, Jennifer	Program Planning and Development Specialist, DVRS											
Swartz, Jeffrey S.	WDB Executive Director	X			X	X	X	X	X	X	X	X
Varallo Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X	X	X	X	X

**WELCOME**

Jim Maggioncalda, Abilities Chair, welcomed attendees to the Zoom meeting and thanked them for attending. The Committee discussed personal stories related to COVID – 19 response efforts. He asked attendees to introduce themselves and welcomed Jay Mills, Supervisor, Business Relations Unit, NJ Commission for the Blind. She works with employers in the area to make them aware of the benefits of hiring the blind and visually impaired. The Commission also offers keynotes talks about disability etiquette. They evaluate systems at the worksite to help an employer make accommodations for employees who may become visually impaired. The agency is currently working with the Department of Labor to have presence that local One-Stops and Job Centers. The other members of the committee introduced themselves to Jan and spoke briefly about their professional roles in the community.

Jim reported that he and Jeffrey Swartz, Executive Director, WDB, have been in discussions about honoring Steve Ravitz, Ravitz Family Markets, Shoprites, at the upcoming Abilities Event. Jim read a bit from an article as follows; Steve Ravitz served on the board of directors at Wakefern, the corporate co-op of Shoprite, for 27 years. As his company grew, so did Mr. Ravitz’s ability to help the less fortunate. Among those he helped were refugees from war-torn Kosovo. Mr. Ravitz served on the foundation boards of both Cooper and Jefferson Hospitals. The Ravitz Family Foundation, which started in 1994, has donated more than \$5 million to causes in South Jersey over the years. Steve Ravitz was more than a supermarket owner; he was a pillar of the South Jersey community. Jim said he knew Steve for many years and especially for his work with individuals with special abilities. Steve Ravitz passed away, in April, from complications of Covid-19. Kathleen Varallo, Administrative Assistant, WDB, said she will be contacting the Freeholders office to request a proclamation to honor Mr. Ravitz. It may be a good idea to invite one or more of his siblings or children to accept these honors on the day of the event in October.

## EVENT UPDATES

Event: “Veterans and PTSD-Strategies for Workplace Inclusion”

Proposed date: Tuesday, October 27, 2019 – 8:00am-11:30am

Location: Camden County Boat House, Park Blvd, Pennsauken, NJ

Jim said the committee is moving ahead with planning the event which focuses on Veterans and Post-Traumatic Stress Disorder (PTSD) and all the HR strategies that are involved with working with co-workers coping with a loss, accident and other forms of trauma. He said this is our main project for the year. The Committee will also continue to help the WDB develop new relationships with employers with the objective of creating more career opportunities for individuals with special abilities.

Jim asked the committee for an update on plans. Kathleen reported Timothy P. Galvin MSN, RN, CCRN, Maj, DANG Administrator for Section of Military, Diplomatic, and Field Surgical Affairs, Cooper University Health Care, is willing to participate in the event. Jim asked Kathleen to send Tim an email to request a call. Lois Forman suggested that Kathleen contact Sherry Munion, Marketing, Bancroft, to identify which Neuropsychologist from Bancroft will be available to speak at the event. Lois said she spoke with her and she was interested in Bancroft's participation again this year. Kathleen said the only missing piece is the panel of Veterans if the committee wants to follow the format that Carl Donato, Wawa, suggested. Jim asked the committee when the best time was to begin sending out promotional information. The Committee agreed, at the last meeting, that the details of the event would be finalized by August. Kathleen said she will also check back with the Boat House to see if any new protocols will be put into place because of COVID – 19 response efforts. Lois also suggested that Kathleen find out about additional costs that may have been raised due to new types of food safety measures. She also asked about changing the format from an open breakfast buffet to a more packaged type of offering such as individually wrapped breakfast snack items. All agreed with exploring the costs of those options. Jim said the state is on track for re-opening to indoor gatherings by July so as long as we have a clear solid plan for the content of the event, breakfast details can be worked out closer to the timing of the event.

Monica McClintock, Adjunct Professor, Rowan University, said it was discussed at the last meeting about including a law firm and she sent a list of the law firms in Camden County that have a focus or specialty on Veterans Affairs. Jim said he would reach out to Louis R. Lessig. He is a partner with the firm of Brown & Connery, LLP and long-time member of Tri-State SHRM. Jim asked Monica to join him on a call to Lou. She agreed

Jim said there are no new updates on sponsorship at this time. Kathleen said that Carl had suggested sending a letter to the Wawa foundation. Lois said that JEVS would confirm continued sponsorship of the event. Jan said to send her a sponsor letter and she would bring it to her organizations that help workforce efforts in the region. Kathleen said that the WDB would still want to apply or send a proposal to get approval for CEU credits. Monica said there is a new administrative person involved with SHRM, she will check on the newer protocols for submitting proposals for credit approval. There are fees involved with applying for credits.

## COMMITTEE UPDATES

Jim asked the committee to give updates about the current statuses of their personal work or organizational developments events or information. He said the purpose of updates is to make the committee aware of events or concerns so collectively we can help promote and or share insights about the information with the local community. This activity helps further tie the committee together, help each other and those we serve.

Lois Forman updated the committee that while she is transitioning, her plan is to create a network of service providers to help further opportunities for individuals with special abilities as well as discuss the challenges of the current pandemic and what the future will look like for the people we serve. The world of employment is going to change dramatically. It will be a much more virtual world so being proactive will help determine the best ways we can support our clients with their career preparation and job search. The goal of networking will be to explore best practices and protocols so we can help individuals continue to find and maintain employment. Jim offered the committee to help in any way they can to further this initiative.

Dawn Hale, Arc of Camden County, reported her staff is getting back to work and excited to help their customers get back to work as well. Her staff misses being able to have one on one contact with those they serve. They will need extra support especially with all the new regulations regarding PPE and social distancing. The ARC took on many new hats during the pandemic including unemployment claim assistance and benefits planning. A lot has been learned by her team about new and different ways to serve their customers. The agency is anxiously waiting for the re-opening of the Division of Vocational & Rehabilitation Services (DVRS) so they can help individuals get more supportive services.

Karen Morris, Jewish Children & Family Services (JCFS), reported her agency is helping their clients with re-entering the workforce. Many, over the next two weeks, will be returning to work and will need our support. She also reported that JCFS is a training provider for two different cohorts participating in the Project Search Initiative. Project Search is a one-year internship program based at two locations TD Bank and Jefferson/Kennedy Hospital, Cherry Hill. They are nearing the end of their training and will be looking for job placement. Some will be admin or office types of jobs. The current challenge is to find out who is hiring and where.

Monica McClintock, Adjunct Professor, Rowan University, told the committee she will forward job postings from a staffing company called the Emerson Group, 304 Harper Dr #100, Moorestown, NJ 08057, Emerson has a bid in to the state to be the hiring agency for several positions as Contract Tracers for Covid-19 cases. She will forward the information to the WDB. Lois also reminded the committee that Jennifer Veneziani has a Facebook Group Page in which she posts many job opportunities and many times Emerson job opportunities are posted on the page as well. Dawn said she will post it as well. Monica also reported that Tri-State SHRM is hosting free roundtables to discuss employer issues and concerns about re-opening the economy. HR and employer professionals are welcome to visit the website at [www.tristatehr.org](http://www.tristatehr.org), and click on events to register for events.

Carl Donato, Talent Acquisition Specialist, Wawa, reported not much has changed since the last meeting. Supported associates are starting to come back to work and Wawa is gearing up and hiring for a busy season at the jersey shore. Carl also reported that he made contact with several Veterans that are willing to help out with the Abilities event. These are Veterans, contacted through the Philadelphia Veterans Network, who have suffered with PTSD and have volunteered to speak on the panel about their experiences.

Frank Cirii, Local Area Operation Director, reported that the One-Stop is currently closed to public access. The State has given some tentative dates for re-opening and staff is preparing. The One-Stop is also in the process of implementing a new software program that will allow for better scheduling, staff productivity and service to customers. The check-in or onboarding process can be completed online or by phone and protect customers from long lines and help us adhere to new protocols for safety.

Jim thanked the committee for attending the meeting. He will follow up with the WDB and Carl about developments for the event.

#### NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, July 11, 2020 at 8:30am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003. This meeting will be conducted as a Zoom. A notice will be sent out with a link and sign on information.

Submitted by

*Kathleen Varallo*

Administrative Assistant