

ABILITIES COMMITTEE MINUTES  
TUESDAY, JUNE 12TH @9:00, 2018 AT WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		9-May-17	11-Jul-17	8-Aug-17	12-Sep-17	14-Nov-18	13-Feb-18	20-Mar-18	10-Apr-18	8-May-18	12-Jun-18
<b>Maggio, Jim CHAIR</b>	TFG/Judge Group	X	X	X	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ	X	X	X			X	X	X	X	
Cipolla, Joe	Jewish Employment and Vocational Services										
Cooper-Williams, Dina	Express Scripts									X	
Davis, Anthony	Mental Services of Southwestern New Jersey		X	X			X				
DeAngelo-Ferebee, Lamont	Ferebee Family Foundation							X			
Deitz, Jeffery	Division of Vocational Rehabilitation Services	X					X	X			
Donato, Carl	Wawa							X		X	
Farber, Dan	Birght Lights USA										
Forman, Lois	Bancroft	X	X			X	X	X	X	X	X
Geoffrey, Taylor	NJ DOL DVOP										
Hale, Dawn	The Arc of Camden County					X			X	X	
Lombardo, Rick	Target Stores										
Lope, Krista	NJ Division of Vocational and Rehabilitation Services										
Lucas, Angela	Hireability	X	X	X		X	X			X	
Newman, Jason	NJ DOL DVOP										
Peters, Annie	Sambulance					X	X		X		X
Pryor, Regina	LWD Division of Workforce Operations and Business Svcs.		X								
Schwingel, Laura	Jewish Family & Children Service of Southern NJ										
Taguwa, Denise	LWD-WDB Coord + Support						X		X	X	X
Tumolillo, Terry	Voice Print										
Walker, Dante	Mental Health Association							X	X		X
Walton, Marcie	VOA										
Waltz, Julie	ARC of Camden County										
Welder, Laura	Jewish Employment and Vocational Services										
Levitt, Alex	WDB Administrative Assistant								X	X	
Swartz, Jeffrey S.	WDB Executive Director	X	X	X		X	X	X		X	X
Varallo Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X	X		X
Williams, Leslie	WDB Comptroller										

**WELCOME**

Jim Maggio, Chair, welcomed attendees and asked for roundtable introductions.

**EVENT UPDATES**

Event Title: “HR Strategies: Creating More Inclusion in the Workplace.”

Date: Tuesday, October 9<sup>th</sup>, 2018, 8:30-11am

Location: Tentative-TD Bank University (awaiting confirmation)

Speakers: Margaret Gilbride, Boggs Center

Deb Daggit, Diversity Consultants

Jennifer Veneziani, Outreach Coordinator, Division of Vocation and Rehabilitation Services (DVRS)

**Program Outline: (DRAFT)**

- Disability Equality Index (DEI) - What it is and how to implement it in the company.
- Accommodations Plan – Creating an individualized common sense policy for an individual that can be translated to the direct supervisor and staff so that everyone on staff understands what can be expected from the employee with whatever

disability they have. It can also include an example of a staff training developed to accommodate an individual with a disability such as epilepsy or hearing impairment.

- Creating an inclusive Culture – Staff training and supportive services.
- Senior Management Support – Creating support for inclusive program starts at the top and includes everyone in the company.
- Exhibit Area – Supportive Services (Before and After program)

The event will consist of two workshops in the areas of implementation of inclusive hiring practices that HR Managers could adapt within their company. There will also be a presentation about State supportive services available to employers who wish to begin hiring individuals with disabilities. This year's event is geared toward HR Managers and it is hoped the workshops will be qualify for continuing educations credits or hours.

Kathleen Varallo, WDB Administrative Assistant reported that Dawn Hale, The Arc of Camden, sent an email regarding the possibility of TD University as the event space. Kathleen spoke to Jocelyn Weyrauch, TD Bank. Jocelyn said TD is not sure how to handle our request and suggested the committee discuss other optional choices for a location. The Committee discussed other possible locations including the Camden County College, Holiday Inn of Cherry Hill and the Jewish Family and Children Services Commons Building where the event was held last year. The Committee decided to turn in a room request for the Roosevelt Building, room 102 at the Camden County College Blackwood Campus. Kathleen said she would follow up with the College.

The Committee discussed and approved using the CBS Sunday Morning clip, dealing with people on the Autism Spectrum and how companies, like SAP and Microsoft, are on the cutting edge with employing people with disabilities. This video was also suggested to be played during the opening remarks of the Abilities Event as it pertains to exactly what the event is promoting; more inclusion in the workplace. <https://www.cbs.com/shows/cbs-sunday-morning/video/DSDj9FAVutVRWY8z4I5iQs97cp0jpLv6/hiring-autistic-workers/>

Jeff Swartz, Executive Director WDB, asked if any permission would be needed in order to show the video. Jim said we should reserve our decision to air the video until the structure and costs of the event are worked out.

Jim asked the committee to discuss the timing of the program. He suggested the networking and exhibit area should be open before and after the event. Each main speaker would present for 25 to 30 minutes and Jennifer Veneziani, DVRS, would be given 10-15 minutes to present state support and incentives. He said that in order for the program to be recognized for CEU hours the committee would need to submit to SHRM the agenda, 3 goals or objectives for each speaker and their biography. Dante Walker, Mental Health Association, asked about which part of the program would represent the workshop aspects. Jim said that Margaret Gilbride, Boggs Center,

would be considered the main speaker so she would actually need about 45 minutes to cover her talking points. Then we'd give 10-15 minutes to Jennifer Veneziani and 30 minutes to Deb Dagit.

The Committee reviewed the "Save the Date" Flyer. Jim suggested that the titles of the speakers be spelled out and not abbreviated. He wants to make the flyer as descriptive as possible without getting too lengthy. All agreed that the CEU benefit should be noted on the flyer. Jeff suggested using bullet points to highlight clear objectives and benefits of attending. He said that we'll have to have a firm commitment from the sponsors before releasing the flyer for promotion of the event.

Annie Peters presented the Committee with a four step reference guide to recruiting hiring and retaining employees with disabilities. She said these are offered by the U.S. Department of Labor, Office of Disability Employment Policy @ [www.dol.gov/odep](http://www.dol.gov/odep). The guide may be ordered 5 at a time from the DOL. She asked each committee member to order them so that we may be able to have enough to give one to each attendee at the HR Strategies event.

### COMMITTEE UPDATES

Annie Peters, Sambulance, reported she has four open slots for the summer camp job skills training at Diggerland. Sambulance has also been approved for partnership with various facilities to host recreational events at such venues as Clementon Park and Adventure Aquarium.

Lois Foreman, Bancroft, announce the Bancroft Summer Golf Outing will take place on Monday, June 25<sup>th</sup> at the Philadelphia Cricket Club Wissahickon Clubhouse. More information can be obtained by visiting <https://www.bancroft.org/event/annual-bancroft-golf-outing/>

Jeff Swartz, WDB, announced the Quarterly Board of Trustees Meeting on Wednesday, June 27<sup>th</sup> at the Camden County College, Blackwood Campus. The guest speaker will be Dwight W. Threepersons, M.S.Ed., Project Director, Construction & Utilities Talent Development Center At The New Jersey Institute of Technology. His talk will lead into a presentation about the Atlantic City Electric (ACE) Grant Initiative that will be launching this fall, 2018 in the Southern Counties of Camden, Gloucester, Atlantic, and Cumberland/Cape May/Salem. Training programs will include a math remediation program that will prepare students for the standard ACE employment testing. The Women in Sustainable Energy (WISE) program is designed to educate women about the opportunities in the fields of energy and utilities. The third program is a Line Training that prepares participants for the rigors of outside electric responses.

The WDB is also at the table of discussions with Cooper University Hospital to design an Emergency Medical Technician (EMT) Training. This training is the beginning of a career ladder into other opportunities.

Ravitz Family Markets-Shoprite received a grant from the Retail Hospitality Tourism (RHT) Talent Development Network to conduct a training and apprenticeship for deli workers and clerks.

Kathleen Varallo, WDB, reported that the Literacy Committee is making great strides in planning efforts to engage the Camden County Library System in efforts to reach outlining areas in the County to provide literacy and jobseeker services. Two events are being planned for the fall including a Family Literacy Day at the Clementon Memorial Library and a Community Play Day at the Winslow Township Library. (Dates to be announced). These events will provide local area adults with a guide to literacy and workforce development services around the county.

Dante Walker, Mental Health Association, announced the appointment of Andrea Connor, Director of the MHA. She is very hands on and energetic. She is planning on attending the Abilities Committee meetings as well.

Jim thanked the committee for their continued support. He asked committee members to follow up on their suggestions for the next meeting.

#### NEXT MEETING

The Abilities Committee will meet on July 10<sup>th</sup>, at 9am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003

Submitted by

*Kathleen Varallo*

Administrative Assistant