

ABILITIES COMMITTEE MINUTES
TUESDAY, AUGUST 27, 2019 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

| MEMBERS | | 13-Sep-18 | 13-Nov-18 | 11-Dec-18 | 26-Feb-19 | 20-Mar-19 | 23-Apr-19 | 5-May-19 | 11-Jun-19 | 9-Jul-19 | 27-Aug-19 |
|--------------------------------|---|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|----------|-----------|
| Maggioncalda, Jim CHAIR | Kaleidoscope Education Solutions | X | X | X | X | X | X | X | X | X | X |
| Abrams, Barbara | Jewish Family & Children Service of Southern NJ | | | | | | | | | X | X |
| Cirii, Frank | Camden County One Stop | | X | | X | X | | X | | X | X |
| Cooper-Williams, Dina | Express Scripts | X | | | X | | X | | X | | X |
| Deitz, Jeffery | Division of Vocational Rehabilitation Services | | | | | | | | | | |
| Donato, Carl | Wawa | | X | X | X | | X | X | X | | X |
| Forman, Lois | Bancroft | | | X | | X | X | X | X | | X |
| Hale, Dawn | The Arc of Camden County | | | | | X | | | X | X | |
| Lucas, Angela | Hireability | | X | | X | X | | X | | | X |
| Taguwa, Denise | LWD-WDB Coord + Support | | X | X | | | | | | | |
| Veneziani, Jennifer | DVRS | | | | | | | | | | |
| Levitt, Alex | WDB Administrative Assistant | | | | | | | | | | |
| Swartz, Jeffrey S. | WDB Executive Director | | | | X | X | X | X | | X | |
| Varallo Kathleen | WDB Administrative Assistant | X | X | X | X | X | X | X | X | X | X |
| Williams, Leslie | WDB Comptroller | | | | | | | | | | |

WELCOME

Jim Maggioncalda, Abilities Chair, welcomed attendees. He welcomed back Barbara Abrams, Jewish Children and Family Services, who had been on extended family leave. Dawn Hale, Arc of Camden County, called in to the meeting.

EVENT FOLLOW-UP

Program Title: **Strategies for Workplace Inclusion** *A Workshop for Human Resource Managers*

Date: Tuesday, October 22th 8am registration, program 8:30am-12:00noon

Location: Camden County Boathouse, 7050 North Park Drive, Pennsauken, NJ 08109

EVENT UPDATES

Jim reported that the event planning is ahead of schedule. All the speakers are confirmed and the program has been developed with input from the committee. Kathleen Varallo, Administrative Assistant, WDB, reported again that all speakers have confirmed participation and an event site has now been created on Eventbrite so that attendees can register online. She also said that she will create an email invite with the invite flyer attached to send digitally to committee contacts and others. The speakers are as follows.

- Kristen Russell, OTR, ATP, RESNA Certified Assistive Technology Professional, Assistive Technology Specialist, Advancing Opportunities – Proposed Topic - *Working with technology to create accommodations and help design inclusive hiring strategies and utilizing technology tools such as Alexa to ease the transition to an inclusive workplace environment.*
- Jennifer Veneziani, Consultant-Business Outreach Team, Division of Vocational Rehabilitation Services, DOL – Proposed Topic - *The benefits of working with Job Coaches and how they can help make a smooth transition into building an inclusive hiring program.*

- Deirdre Groenen, Esquire, Vice President of Human Resources and General Counsel at Innovative Benefit Planning, LLC – Proposed Topic - *Updates to laws regarding ADA compliance, inclusive hiring practices and some discussion on the use of medical marijuana in the workplace.*
- Alma Scott-Buczak, Associate Vice President, Human Resources, Lafayette College Easton, Pa – Proposed Topic - *Unconscious Bias, recognizing what they are and how they can affect the workplace environment.*

She said that Jim will be personally contacting the speakers to welcome them to the program and review objectives for their workshop. The Committee drafted the subjects that might be of interest to attendees. The speakers will have a chance to give Jim their feedback and change the workshop title if needed. Once the speakers provide us with three objectives for their workshop, confirm the title and send their bio information, Kathleen will prepare a request and proposal that will be sent to SHRM to obtain HRCI credits. Jim said that being able to offer credit hours to human resource professionals has been a good draw to the event.

Barbara Abrams asked if Bancroft has confirmed their sponsorship. Jeffrey Swartz, Executive Director, WDB, said that he has been in contact with Bancroft and is awaiting confirmation. The Jewish Employment and Vocational Services (JEVS) has committed sponsorship and the Camden County Board of Freeholders is sponsoring the event site at the Camden County Boathouse. Jeff asked if someone could contact Dan Farber, Bright Lights Inc. He said that Dan sponsored the overnight stay of one of the speakers in years past and was a big supporter of the Abilities Committee. Barbara said that she would contact Dan. Jeff also said that he met Elwyn's president and chief executive officer, Charles S. McLister and told him about the event. Elwyn is a healthcare facility, moving into Camden, similar to Bancroft.

Jim said that he has had some inquiries from Tri-State SHRM about the work of the Abilities Committee. They have shown interest in the Workforce Development Board. The organization may appoint a person to attend these committee meetings. Jim said he intends to meet with Monica McClintock, MAODL, SHRM-SCP to introduce the work of the Abilities Committee and the WDB. Kathleen said that it would be nice to convene a joint meeting with their committee on workforce development or diversity and inclusion. Jeff suggested that the committee could request an opportunity to present to the membership at a general Tri-State SHRM meeting. Jim said those committees are not yet fully developed. Jim asked the committee to review the program design and timing.

Proposed Agenda:

8:00-8:30 – Registration, Exhibit Area of Support Services, Continental Breakfast served

8:30am - Welcome Remarks and Sponsor Recognition

8:45am 9:30am –Workshop I - Kristen Russell

9:30am - 10:15am – Workshop II - Jennifer Veneziani

Break 10:15am - 10:30am

10:30am – 11:15am – Workshop III - Deirdre Groenen, Esquire

11:15am – 12:15pm – Workshop IV - Alma Scott-Buczak

The Committee reviewed the timing. Kathleen said that Carl Donato, Wawa volunteered to do welcoming remarks and or act as the moderator for the event. The Committee discussed ideas for marketing and promoting the event. Kathleen reported she drafted an email invite that included the event URL address. The email invite will be sent out to all WDB committees, board members, regional WDB contacts and the attendance list of last year's event. The event will also be posted to the WDB website, Facebook and LinkedIn pages. She also incorporated the encouragement, suggested by Jim at the last meeting, to share and invite guests to attend. Barbara suggested that the information about HCI credits be bolder on the flyer. It is an important reason to attend the event. Kathleen said she wanted to make sure there were more supportive service exhibitors at this year's event. Barbara suggested creating a flyer invitation for exhibitors. The committee looked up the event on the Tri State-SHRM website. The event is mentioned on the site but there is not much information about it posted to the site. Jim suggested that Kathleen find out how to get the flyer posted to their website. All agreed to share the email invite and social media postings about the event.

The Event URL is <https://www.eventbrite.com/e/strategies-for-workplace-inclusion-for-human-resource-professionals-tickets-63030255190>

COMMITTEE UPDATES

Dawn Hale, Arc of Camden County, presented information about an upcoming golf tournament benefiting the Arc of Camden County. The Golf Tournament is scheduled at the Valleybrook Country Club, 200 Golfview Dr, Blackwood, NJ 08012, on Friday, September 13th. She will send a flyer to the committee.

Barbara Abrams, Jewish Children & Family Services (JCFS), reported that JCFS has contracted to be the training provider for Project Search. Project Search is a national program that has been established locally at Jefferson/Kennedy Hospital. The Hospital is working with a cohort from the Yale School. These are high-functioning students on the Autism spectrum. The Autistic students are being trained through On-the-Job Internships. Another cohort is attending TD Bank University, 4140 Church Rd; Mount Laurel, New Jersey.

NEXT MEETING

The Abilities Committee is scheduled to meet on Tuesday, August 20, 2019 at 8:30am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003.

Submitted by

Kathleen Varallo

Administrative Assistant