



**Camden County
Workforce Development Board**
Supporting the Development and Retention of a World Class Workforce

Robert Weil, Chair
Jeffrey S. Swartz, Executive Director

ABILITIES COMMITTEE
ABILITIES CONFERENCE CALL, SEPTEMBER 12TH@9:00, 2017 AT WDB OFFICE (MINUTES)

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		10-Jan	7-Feb	13-Mar	10-Apr	9-May	11-Jul	8-Aug	12-Sep
Maggio, Jim CHAIR	TFG/Judge Group	X		Snow n/m	holiday n/m		X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ		X			X	X	X	
Cipolla, Joe	Jewish Employment and Vocational Services		X						
Davis, Anthony	Mental Services of Southwestern New Jersey	X	X				X	X	
Deitz, Jeffery	Division of Vocational Rehabilitation Services					X			
Farber, Dan	Bright Lights USA	X							
Forman, Lois	Bancroft	X				X	X		
Geoffrey, Taylor	NJ DOL DVOP								
Lombardo, Rick	Target Stores								
Lope, Krista	NJ Division of Vocational and Rehabilitation Services								
Lucas, Angela	Hireability	X	X			X	X	X	
Newman, Jason	NJ DOL DVOP								
Pryor, Regina	LWD Division of Workforce Operations and Business Svcs.		X				X		
Schwingel, Laura	Jewish Family & Children Service of Southern NJ								
Tumolillo, Terry	Voice Print								
Walton, Marcie	VOA								
Waltz, Julie	ARC of Camden County								
Welder, Laura	Jewish Employment and Vocational Services								
Swartz, Jeffrey S.	WDB Executive Director					X	X	X	
Varallo Kathleen	WDB Administrative Assistant	X	X			X	X	X	X
Naroden, Eric	WDB Intern								
Stubblefield, Lelia	WDB Administrative Assistant								
Williams, Leslie	WDB Comptroller								

WELCOME

(Committee members were invited to attend the meeting in person or call in on the conference call line)

Jim Maggio, Abilities Chair, was present at the WDB office. He reviewed panelist contacts and conducted the conference call at 9:15am.

In attendance to the call were, main speaker, Deb Dagit, Deb Dagit Diversity Inc.

Panelists:

Ronda Cavanagh, WAWA

Mike McNamee, Wells Fargo

Michele McKeone, M. Ed, Digitability

Debbie Deissroth, SPHR, SHRM-SCP, Kennedy Health, Project Search.

Jim welcomed the panelists and guest speaker to the call and asked each one to introduce themselves. He thanked everyone for taking time for the call. He said he felt it was a good idea to discuss some goals and what to expect from the event as well as get the perspective of the panel. He gave panelists a brief overview and history of the program

The Camden County Workforce Development Board's Abilities Committee and Literacy Committee is hosting its third annual event for employers, in Camden County and surrounding region, to increase awareness about the benefits of hiring persons with disabilities. The title of the event is "Dispelling the Myths-Taking Steps toward Inclusion in the Workplace". Our goal is to bring together employers, who are able to provide work sites for individuals with disabilities and other partnering agencies who conduct training programs that prepare these individuals to be productive members of the workforce. We look forward to meeting you and a great event you will be proud to be a part of.

"DISPELLING THE MYTHS" – *Taking Steps Toward Inclusion in the Workplace*

Location: Jewish Federation Commons Building, 1721 Springdale Road, Cherry Hill, NJ 08003

Date/Time: Friday, October 20, 2017, 8:30am-11:30am

- 8:30am – 9:00am Registration, Continental Breakfast & Exhibit Area
- 9:00-9:10 – Welcome Remarks
- 9:10-9:50 Main Speaker
- 9:55-10:05 State Resources Presentation
- 10:05-10:10 Panel Introductions
- 10:10-10:50 -Panel Discussion, Question/Answer Open Discussion
- 10:50-11:00– Hire One History and Closing Remarks
- 11:00-11:30 - Exhibit Area & Networking

PROGRAM UPDATE

Jim asked Kathleen Varallo, WDB Administrative Assistant, to give a brief over view of how last year's program was organized. Kathleen said doors opened at 8:30am with registration and a continental breakfast. The event will take place in the gymnasium of the Jewish Federations Commons Building. There is a stage however the speaker and panelists will be set up on the ground level. We have sponsored funds to hire a professional audio and visual technician that will take care of the sound set up. The sound quality is very good even though the venue is big. Last year's attendance was approximately 72 people. We are anticipating an increase in attendance this year. Kathleen asked the panelists to provide any digital or power point presentations in advance of the event if possible.

Jim Maggio, Abilities Chair and Ken Brahl, Literacy Chair begin the program by giving a brief history of the work of the committees and how they came together to plan the event then the guest speaker is introduced. Jim asked Deb Dagit how long she would need for her presentation. Deb said she had a visual presentation and that her talk would probably last 25-40 minutes. Jim said the panel would be introduced after the guest speaker and each would have approximately

10 minutes each to address the attendees. He said they would reserve time for questions and answers following the presentations. Kathleen said that Peg Monahan, SAP, guest speaker at last year's event brought two employees with her to speak on how the company's program impacted their lives and what their work experience is like. She asked the panelists if they might be able to provide a participant to do the same for this year's program.

Jim said he wanted everyone to know what to expect and what kinds of questions the committee was hoping to have covered or answered by the panel. The audience will be mainly employers. Jim posed three questions the committee felt were important for the panel to address. The first question being, how does an employer get started with an inclusive hiring program? Also how to get those at the top of the company to buy in to this type of program, whether on a large or small scale plan.

The panelists discussed ideas and shared their thoughts about what would be valuable information they felt was important for an employer to take away from the event. All agreed that it is important for the company to believe in the program. It's also important to assess whether there can be a support system established by staff within the company and where the need is within the company that an individual can fill. There should be an infrastructure in place and then build a strategy to attract those individuals with the skill sets to fit the need. The next challenge is to identify partnerships that will work with the company and help support the staff and individuals hired as a result of such a program by establishing pre-employment training. Partnering agencies can serve to educate a company how to select from a talent pool of individuals on the autism spectrum and how their talents can be incorporated into daily productivity.

Jim offered another question that might be covered by the panel, is how a company can measure the success of an inclusive hiring program and what does success look like within your particular company? He said the audience will benefit from examples of successes within companies represented by the panel.

Kathleen said that it will also be beneficial to give examples of the types of jobs within the company that individuals have shown success in mastering. An employer might be thinking they would like to start a program but what can these individuals do for my company? The panelists discussed the question. Most of them did not have expectations or pre-determined positions in the company for individuals. The requests usually come from family members or friends of the company who knew individuals with autism or other types of disabilities that were ready and willing to work. All agreed that the capabilities of individuals that were hired far exceeded the expectations of the company.

Deb Dagit said her talk will educate the audience about the capabilities of individuals with disabilities and their marketable assets. She will also educate the audience about the new language surrounding inclusion in today's workforce.

Kathleen said that each panelist/speaker would each receive a 6ft table in the exhibit area for displaying information about their respective companies and programs. She also reminded panelists to send all company and bio information no later than Monday, October 2nd. She asked panelist to email her with any visual needs and to forward any presentations so they could be pre-loaded into the computer and ready to air at the event. Kathleen said she would forward a program draft to all participants for review before it goes to final print.

Jim closed the call by thanking participants for taking the time out of their schedule to get acquainted with each other and to discuss talking points about the "Dispelling the Myths" program. He said that Kathleen will send a follow up email with more information.

NEXT MEETING

The Literacy Committee and Abilities Committee will meet on October 10th, at 9am at the WDB office. A notice will be sent to committee member as soon as the date is confirmed.

Submitted by

Kathleen Varallo

Administrative Assistant