



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Matthew Verney, Chair

QUARTERLY BOARD OF TRUSTEES MEETING

JUNE 21, 2023

CAMDEN COUNTY WORKFORCE DEVELOPMENT BOARD

Board of Trustees		21-Sep-22	14-Dec-22	22-Mar-23	21-Jun-23
Verney, Matthew (CHAIR)	Truist Bank	X			X
Abusi, Patrick	Railroad Construction Co. of South Jersey		X	X	X
Bresch, Jim	I.B.E.W. LU 351	X			X
Cirii, Frank	Camden County One-Stop Career Center	X	X		X
Connors, Kristi	NJ LWD - Employment Services	X		X	X
Cooper-Vanderlip, Diana	CPAC	X			
DeBaere, Gregg	Atlantic Coast Communications NJ, Inc.	X	X		X
Deitz, Jeffery	Division of Vocational Rehabilitation	X			X
Donato, Carl	Wawa Inc.	X	X	X	X
Doran, Ryan	IBEW Local 351				
Godorov, Lori	The Work Group	X			X
Green, Elizabeth "Beth"	Senior VP HR Cooper Hospital	X			X
Heintisz, Christine	Board of Social Services	X	X	X	X
Janoff, Carla	Careers USA				
Johnson, Thomas	South Jersey Port Corporation			X	
Johnson-Williams, Melody	Camden Housing Authority			X	X
Kalitan, Marlyn	Kalitan Consulting	X		X	X
Kelly, Sandra	SLK Partners				
Martinez, Rosa N.	WWHS/Veterans Memorial Family School				X
Miller, Richard	Apple	X			
Pugh-Bassett, Lovell	Camden County College		X	X	
Regensburger, Robert C.	Lockheed Martin	X	X	X	X
Schiavinato, Robert	Union Organization for Social Services				
Thompson, Ryan	Truist Bank			X	X
Weil, Robert	Conner Strong & Buckelew, Inc.	X	X	X	X
Wemple, Anita	CPAC			X	X
Willmann, Michael	WMSH Marketing Communications	X	X	X	X
Young, Jennifer	Verizon	X	X	X	X
Camden County Workforce Development Board Staff		21-Sep-22	14-Dec-22	22-Mar-23	21-Jun-23
Henderson, Bridget	WDB, Program Monitor		X	X	X
Levitt, Alex	WDB, Administrative Assistant	X	X	X	X
Swartz, Jeffrey	WDB, Executive Director	X	X	X	X
Vaughn, Debra	WDB, Administrative Assistant to the Director	X	X	X	X
Williams, Leslie	WDB, Comptroller	X	X	X	X

Committee Members		21-Sep-22	14-Dec-22	22-Mar-23	21-Jun-23
Banks, Evangeline	Juvenile Justice Commission	X	X	X	X
Barclay, Arthur	Camden County One-Stop			X	
Forman, Lois	Jewish Family & Children Services		X		
Lucas, Angela	Jewish Employment and Vocational Services				
McCormick, Carol	Camden County College, Business Services	X	X	X	X
McKelvey, Chris	NJ Dept. Labor and Workforce Development			X	X
Page-Soncrant, Jeanne	LWD, Business Services		X	X	
Peterson , Jyi	Camden County One-Stop	X	X	X	
Sinclair, Nidia	Director, Camden County Career Center	X		X	X
Waller, Darchelle	Winslow Township High School	X	X	X	X
Wardlow-Hurley, Rhonda	HACC Youth Build	X	X	X	X
Guest:		21-Sep-22	14-Dec-22	22-Mar-23	21-Jun-23
Abdill, Suzanne	Department of Education				X
Abrams, Larry	BookSmiles, Inc.			X	X
Collins, Christopher (Councilman)	Anointed News Journal			X	
Daunoras, Heidi	Pine Hill School District			X	X
Davis, Pastor Keith	Camden Dream Academy				
DeLaRosa-Delgado, Maria	Camden Board of Social Services			X	
Eisenmann, Kevin	Camden County One Stop				
Fetty, Brett	Camden County Technical Schools				
Fussell, Imani	Camden County Board of Commissioners				
Fugee, Antoinette	Cooper University Health			X	
Guzman, Elizabeth	DVRS				
Hanna, Kaina	Camden County College				X
Hill, Lauren	Camden County College	X			
Guest:		21-Sep-22	14-Dec-22	22-Mar-23	21-Jun-23
Johnson, Niladga	Camden County Dept. of Corrections			X	
Leonetti, Mike	Camden County One-Stop		X	X	
McFarland, Salama	Camden County Board of Social Services	X	X	X	X
Mendez, Kelly	Camden County Board of Social Services				
Moen, William	Camden County College			X	
Plaza, Diana	Camden County One-Stop			X	
Quinones, Cris	Wawa		X		
Richardson, Ryan	NJ DOL			X	
Rosario-Askie, Andrea	NJ Commision for the Blind			X	
Schafer, Derena	Camden County College				
Taylor, Karen	Camden County Dept. of Corrections			X	
Veneziani, Jennifer	DVRS				
Venable, Margo	Camden County College				
Williams, Rev. Michael	Abundant Life Fellowship Church	X	X	X	X
Young, Jonathan	Camden County Board of Commissioners		X		

WELCOME

Matthew Verney, Chair, called the meeting to order at 8:33 am, and welcomed attendees to the June Quarterly Board of Trustees Meeting. Alex Levitt took an official roll call of Board members in attendance.

- Matt led the Pledge of Allegiance.
- Reverend Michael Williams gave the invocation.

BUSINESS MEETING - SUNSHINE LAW

Matthew Verney, Chair, read the following:

“In accordance with the Sunshine Law and the public’s right to know, we are required to provide adequate advance notice of our meetings. This meeting was advertised on the WDB’s

website, and in the Courier Post on June 8, 2023. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action. Due to the COVID-19 restrictions, the notice of this meeting was emailed to members and previous guest attendees in advance.”

APPROVAL OF MEETING MINUTES

- Matt first asked for a motion to approve the minutes for the Quarterly Board Meeting held on September 21, 2022. The minutes were sent electronically to the full Board of Trustees for review. Motion was made by Michael Willman, seconded by Carl Donato. By majority vote to the affirmative, the motion carried and the minutes for the Quarterly Board Meeting held on September 21, 2022 were approved.
- The minutes for the Quarterly Board of Trustees Meeting held on March 22, 2023, were sent electronically to the full Board of Trustees for review. Matt, asked for a motion to approve the minutes for the March 22, 2023 meeting. Motion was made by Michael Willman, seconded by Bob Weil. By majority vote to the affirmative, the motion carried and the minutes for the March 22, 2023 were approved.

MOTION TO INSTALL NEW OFFICERS FOR 2023-2024

Matt introduced Gregg DeBaere, Operations Committee Chair, for the motion to install the new officers.

- Gregg stated the following:
 - In accordance with the Bylaws Article VI, Section II (election of officers at its June Board of Trustees Meeting), the nominating committee, comprised of 3 trustees who did not wish to seek office, met on May 17, 2023 at 8:30 am. The following slate of officers was presented for installation:
 - Carl Donato, Chair
 - Patrick Abusi, Vice Chair
 - Robert Weil, Treasurer
- Gregg asked for additional nominations from the floor. Hearing no additional nominations, the nominations were closed and Gregg asked for a motion to install the slate of officers presented for the term of the 2023-2024 program year. Motion was made by Michael Willman and seconded by Matthew Verney. By majority vote to the affirmative, the motion carried, and the presented slate of officers was approved for installation.

ONE STOP CAREER CENTER SUCCESS STORY

Nidia Sinclair, Operations Director, Camden County Career Center

Matt introduced Nidia Sinclair, Director the Camden County One-Stop, to share a Success Story.

- Nidia stated the resource center is also a CWEP site and offers support to people close to getting a job or are in need of additional CWEP support. She provided a brief background of Kariah Miles, the selected “Success Story.” During the Pandemic, Kariah was unable to work while she home-schooled her son. She sought TANF assistance at the Board of Social Services while she looked for work and was eventually assigned to G-Jobs. Once she completed the G-Jobs class and was looking for employment, Nidia kept Kariah for support at the front desk, where she excelled at providing customer service. In a brief video, Kariah stated that while she volunteered at the One-Stop front desk, she was able to get childcare for her daughter and search for work. She obtained employment on March 1st and looks forward to continuing her education and attending medical school. She expressed gratitude for the assistance the One-Stop team provided. She was especially grateful to Nidia for the

emotional support she provided to get her back on her feet, as well as her assistance that resulted in Kariah gaining employment.

GUEST SPEAKER

Jeffrey Swartz, Executive Director, introduced Samantha J. Pfeiffer, Executive Director, Garden State Employment and Training Association (GSETA).

- Samantha (Sammi) introduced herself to the meeting attendees, briefly touching on her educational background, family life and her re-entry into the workforce. She holds a Bachelor’s Degree in Psychology and a Master’s Degree in Clinical Psychology. She became GSETA’s Executive Director in June 2022. Samantha stated she has the following goals for GSETA:
 - Expand membership.
 - Increase marketing efforts to boost public awareness of the work of the One-Stop Career Centers.
- GSETA Institute provides professional development opportunities to NJ DOL employees in each local area. In previous years, offerings included:
 - Microsoft Skills
 - WBL(Work-Based Learning) Workshops
 - Management
 - Soft Skills
 - Wellness Wednesdays
- The GSETA Annual Conference will be held in-person October 18-19, 2023 at the Hard Rock Hotel in Atlantic City. The in-person conference will offer professional development workshops for 2 days while engaging with sponsors and speakers from across the county, as well as exhibitors showing products that may better help consumers with their training or educational needs. The event format is 9:00 am to 5:00 pm training with presenters from LinkedIn and the motion picture industry. A full catalogue of the course offerings will be released July 15, 2023 for review on the website, www.gseta.org.
 - Currently, there are over 40 presenters on various topics in over 10 different workshop rooms with all-day training sessions for attendees. Conference programming will include the following tracks:

Front Line Workers	WIOA Government	Industry
Leadership	Youth Services	WDB
Wellness	Round Table	Super Sessions

- Registration for the conference can be done at <https://www.gseta.org/conference/>.
- There are 600 tickets available. Registration costs \$600 per person for the 2-day event and includes:
 - Hotel accommodations for Wednesday, October 18th.
 - Meals will be provided for all attendees:
 - Wednesday - Breakfast/Lunch/Dinner
 - Thursday - Breakfast/Lunch

- Top quality merchandise giveaways for attendees, including gifts from sponsors and exhibitors.

ONE STOP CAREER CENTER UPDATES

Frank Cirii, Local Area Director, Camden County Career Center

- The customer traffic is increasing since the Board of Social services is now co-located at the One-Stop complex. The schedule for the South Jersey Transportation bus has been changed.
- With increased pedestrian activity, safety in the parking lot has become a concern. Each partner at the One-Stop has been asked to address the issues of unsafe driving, the lack of courtesy in the parking lot, and taking up excess parking spaces with their staff. Personnel scheduling has been staggered to alleviate congestion at the exits, but the problems persist.
- A fire drill was held at the One-Stop. Overall, the fire drill went well but can be improved. Some minor findings of the fire department were proper marking spots to congregate in an emergency were needed. The signs have been delivered but the sign bases have not arrived yet.
- Camden County College held a graduation ceremony and reception in June for its Adult Basic Skills and the One-Stops Learning Link students who earned a high school diploma.
- A new customer flow structure for SNAP/TANF clients was implemented this month. New counselors will be hired to provide additional customer service and prepare career plans for incoming clients. Staff has been cross-trained and assigned new tasks within their titles.
- Incumbent Worker Training (IWT): ShopRite and Good Will cohorts have ended. The Bancroft cohort started in late May.
- A new Youth Work Experience (YWE) cohort will begin on July 10th. The program provides youth with stipends and work experience that puts them on career paths. Jacob Smith, the subject of the YWE “Success Story” in March, is successfully working through his cosmetology certification program.
- The Camden County Job Fair will be held September 15th at the Cherry Hill Mall.
- Preliminary notice of funding has been received from the State.
 - There is a WIOA increase of approximately \$50k.
 - There will be a decrease of approximately a quarter of SNAP/TANF funds (about \$1.5 million). The funds were difficult to spend down post-COVID with an average of \$1 million being returned to the State.
 - Learning Link funding numbers have not been provided yet.
- A Warn Notice was received for SDH Services East LLC in Voorhees. The company is laying off 93 people on August 26th. Business Services representatives and One-Stop staff will work with the company to assist their dislocated workers.
- The One-Stop is meeting its performance targets for adult and youth credentialing and in the yellow, with time for improvement, in the dislocated worker credential category.
- Frank added that the One-Stop will work with Bridget for a new RFP for CWEP providers. The loss of CWEP slot providers is directly related to COVID and an expected consequence of the pandemic. The reduction of customer flow and the lack of sanctioning for non-participation resulted in fewer providers responding to the original RFP for CWEP and clothing.

	Employment Q2		Employment Q4		Credential		Measurable Skill Gains	
All	Actual 61.71%	1283 / 2079	Actual 62.59%	1,355 / 2,165	Actual 55.66%	59 / 106	Actual 75.12%	151 / 201
Adult	133.58 % Actual 81.48% 22 / 27	Goal 61.00%	102.80 % Actual 62.50% 10 / 16	Goal 60.80%	80.52 % Actual 50.00% 7 / 14	Goal 62.10%	108.48 % Actual 65.96% 31 / 47	Goal 60.80%
Dislocated Worker	165.37 % Actual 85.00% 51 / 60	Goal 51.40%	147.37 % Actual 92.11% 35 / 38	Goal 62.50%	94.91 % Actual 57.89% 22 / 38	Goal 61.00%	108.07 % Actual 65.38% 51 / 78	Goal 60.50%
Youth	104.32 % Actual 70.00% 42 / 60	Goal 67.10%	112.67 % Actual 73.68% 42 / 57	Goal 65.40%	112.30 % Actual 59.18% 29 / 49	Goal 52.70%	135.51 % Actual 90.79% 69 / 76	Goal 67.00%
Wagner-Peyser	129.12 % Actual 61.85% 1271 / 2055	Goal 47.90%	131.33 % Actual 62.25% 1329 / 2135	Goal 47.40%				

Gregg suggested that Jeff reach out to the Bergen County WDB Director to see what they can share about adult credentialing that could be useful in Camden County.

WIOA Median Wage (the numbers are quarterly median wages)

Funding Source	Median Actual	Median Goal	Median Cohort	Median % Achieved
Adult	\$10,210.67	\$6,400	22	159.54%
Dislocated Worker	\$10,722.98	\$8,800	51	121.85%
Youth	\$3,073.18	\$2,777	34	110.67%
Wagner Peyser	\$7,354.56	\$5,650	1,2171	130.17%

Data Status

Most Recent Data Submitted:	05/10/2023
Most Recent Registration Date:	03/31/2023
Most Recent Exit Date:	01/10/2023
WIOA Indicators Calculated Into:	PY22-Q3

	Employment Q2 Adult	Employment Q2 DW	Employment Q2 Youth	Employment Q4 Adult	Employment Q4 DW	Employment Q4 Youth	Credential Adult	Credential DW	Credential Youth	Skill Gains Adult	Skill Gains DW	Skill Gains Youth	Employment Q2 WP	Employment Q4 WP
Total	121.9%	118.5%	121.1%	120.5%	121.6%	127.0%	105.1%	99.0%	109.6%	113.3%	138.8%	67.9%	127.7%	130.1%
Atlantic County WDB	140.1%	138.9%	125.1%	137.4%	120.8%	126.0%	102.0%	111.0%	118.1%	110.3%	141.2%	114.6%	138.9%	136.9%
Bergen County WDB	115.9%	108.6%	71.0%	115.8%	124.0%	117.1%	125.0%	130.1%	66.5%	135.6%	136.2%	10.8%	114.6%	124.2%
Burlington County WDB	107.8%	107.1%	136.8%	134.6%	110.5%	92.0%	80.6%	76.8%	133.9%	97.5%	141.2%	89.6%	129.0%	128.7%
Camden County WDB	133.6%	165.4%	104.3%	102.8%	147.4%	112.7%	80.5%	94.9%	112.3%	108.5%	108.1%	135.5%	129.1%	131.3%
Cumberland/Salem/Cape May WDB	124.1%	109.4%	90.0%	124.8%	134.7%	104.9%	91.9%	114.4%	114.5%	120.9%	109.7%	116.9%	137.8%	136.5%
Essex County WDB	129.6%	108.6%	138.2%	143.2%	100.0%	128.4%	144.9%	105.7%	88.2%	129.1%	176.7%	6.5%	117.0%	123.2%
Gloucester County WDB	160.5%	148.1%	57.5%	143.9%	116.9%	116.8%	66.7%	89.8%	83.2%	155.9%	144.0%	105.5%	128.4%	137.6%
Greater Raritan WDB	125.4%	110.3%	140.1%	109.6%	101.4%	140.5%	116.7%	117.7%	68.4%	154.1%	146.7%	175.4%	130.6%	131.9%
Hudson County WDB	116.4%	133.6%	131.1%	141.0%	140.6%	114.2%	115.4%	105.6%	145.3%	143.6%	124.0%	114.4%	124.7%	128.8%
Mercer County WDB	196.1%	126.5%	162.9%	98.4%	158.7%	147.3%	75.8%	82.0%	94.9%	94.2%	17.5%	125.0%	128.8%	
Middlesex County WDB	87.8%	140.1%	124.9%	109.6%	142.9%	116.1%	95.2%	85.1%	107.0%	147.5%	134.5%	75.5%	128.3%	130.2%
Monmouth County WDB	132.1%	133.0%	131.2%	107.9%	147.9%	118.7%	96.1%	108.8%	102.2%	127.9%	130.4%	48.4%	128.5%	129.9%
Newark WDB	124.0%	116.9%	140.1%	115.3%	135.3%	86.9%	136.7%	111.1%	157.5%	76.9%	75.5%	60.1%	130.1%	126.1%
NJDOL Trenton Central Office	0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	0.0%		0.0%		0.0%	0.0%
Ocean County WDB	131.1%	133.9%	130.3%	135.8%	137.7%	128.9%	124.1%	126.6%	142.7%	152.1%	152.2%	134.3%	130.6%	128.6%
Passaic County WDB	92.7%	141.5%	123.0%	83.9%	135.7%	160.3%	77.9%	88.5%	120.5%	163.1%	154.4%	129.9%	116.6%	124.3%
Union County WDB	130.7%	121.9%	112.8%	137.1%	132.8%	110.0%	96.3%	107.7%	72.5%	147.6%	164.4%	49.8%	126.9%	129.2%
WDB of Northwest NJ	106.9%	116.2%	126.0%	126.0%	112.1%	118.3%	57.3%	71.7%	103.1%	163.1%	149.9%	132.2%	125.6%	126.9%

- Scan codes for check-in have been added to the monitor screens for customers to use upon arrival at the One-Stop. The front desk is staffed by One-Stop and Workforce 55+ to provide customer service as needed.

EMPLOYMENT SERVICES (ES)

Kristi Connors, Manager

- Kristi commented about the testing of the upgraded check-in system to be launched on July 1st. The test links and QR code have been distributed to the partner agencies for review and testing. She also requested an updated email list for up-to-date employee access. Signage with the QR code will enable customers to check in on their phones. The new system will provide real-time data for customer service, including the number of daily visitors, their demographic information and how they heard about the One-Stop. The system will allow each partner to know when visitors are in the building for their services.
- The GA-28 Day protocol has been proposed for elimination from the State budget under the premise that people would receive assistance faster and the Board of Social Services would then determine which clients were WorkFirst-ready and provide referrals to ES.

CLOSING REMARKS

Jeff acknowledged Matt Verney's service to the Camden County Workforce Development Board and the Youth Committee and thanked him for all of his efforts during his term as Chair. Matt thanked WDB staff, Leslie Williams and Alex Levitt for assisting him and everyone for their service to the WDB.

Carl Donato thanked Matt and Jeff for asking him to serve as the Board's Chair. Matt congratulated Carl on the success of the Veteran Resource and Hiring Event at Cooper Hospital on June 8th. Carl thanked Matt for his personal contribution to the program.

ADJOURNMENT

Matt asked for a motion to adjourn the meeting. Motion was made by Michael Willman, seconded by Carl Donato. By a majority vote to the affirmative the motion was carried, and the meeting adjourned at 9:37 am.

The next Quarterly Board Meeting will be on September 20, 2023, at 9:00 am via Zoom.

WDB MISSION STATEMENT, AS STATED ON ALL REGULAR BOARD MEETING MINUTES

To create the BEST customer driven delivery system for employment, training and education-related programs and services by providing strategic management, planning, implementation, and evaluation to enhance the regions long term economic success for all citizens and organizations.

- *To provide leadership in all workforce issues.*
- *To provide a holistic delivery of services.*
- *To continually improve the quality of services for all customers.*
- *To empower customers to make informed choices and take control of their careers.*
- *To provide and guarantee universal access to employment opportunities.*
- *To provide quality workers for all the region's employers.*
- *To create partnerships and collaboration in the government, private and non-profit stakeholders.*

Submitted by,

Debra Vaughn, Administrative Assistant to the Executive Director