

**ABILITIES COMMITTEE  
MEETING MINUTES  
THURSDAY, DECEMBER 8, 2022 (ZOOM)**

**ATTENDANCE**

COMMITTEE INFORMATION AND ATTENDANCE									
Name	Organization	Trustee Member	14-Apr-22	9-Jun-22	11-Aug-22	8-Sep-22	13-Oct-22	10-Nov-22	
Cirii, Frank	Camden County One-Stop	✓	X	X	X	X	X	X	X
Coleman, Ardella	Cooper University Healthcare				X				
Deitz, Jeffery	Division of Vocational Rehabilitation Services	✓							
<b>Donato, Carl, Interim Chair</b>	Wawa	✓	X	X	X	X	x	X	X
Forman, Lois	Jewish Family & Children's Service		X	X	X	X	X	X	X
Freire, Edison	JEVS Human Services			X					
Fugee, Antoinette	Center for Family Services								
Galvin, Tim	Cooper University Healthcare								
Hale, Dawn	The Arc of Camden County								
Lucas, Angela	JEVS HireAbility				X				
Marks, Karen	Jewish Family & Children Service of Southern NJ								
McClintock, Monica	Rowan University		X	X		X	x	X	
Quinones, Cris	Wawa			X					
Scott, Jessica	The Arc of Camden County		X	X		X	X		
Taguwa, Denise	LWD-WDB Coord + Support								
Tyndell, Maurice	BestWorks			X					
Turnage, Shay	Cooper University Healthcare				X				
Weinberg, Oriel	Jewish Family & Children's Service				X	X			
Henderson, Bridget	WDB Staff						X		
Levitt, Alex	WDB Staff		X	X	X	X	X	X	X
Swartz, Jeffrey S.	WDB Staff		X	X	X	X	X	X	X
Vaughn, Debra	WDB Staff		X		X	X	X	X	X

**WELCOME**

Carl Donato Jr., Interim Committee Chair, greeted the attendees and the meeting was called to order at 8:42am.

**APPROVAL OF MINUTES FROM THE PREVIOUS MEETING**

Carl asked for a motion to approve the minutes from the November 10, 2022, meeting. Motion to approve the minutes was made by Monica McClintock, seconded by Angela Lucas. The motion carried with a unanimous vote to the affirmative and the minutes for November 10, 2022, were approved.

**Camden County One-Stop Updates**

No Updates Provided

**Chair Comments**

Carl opened the meeting and invited Jessica Scott to discuss an upcoming event.

**Tri-State SHRM**

Jessica Scott, Co-Chair Workforce Readiness Committee

Jessica stated the Tri-State Workforce Readiness Committee is focused on bringing the combined skills and resources of its members to individuals in the community who are looking to enter or return to the workforce. The committee will hold a clothing drive for gently used professional business attire and business accessories. The event will be announced on December 19<sup>th</sup>, with the donation collection to begin at the January Tri-State SHRM meeting on January 3<sup>rd</sup> (or 5<sup>th</sup>). The objective of the clothing drive is to serve people in need within Camden County. The clothing drive theme will be “Spring into the Workforce.” Collections will take place at Tri-State meetings and will also be accepted at The Arc of

Camden County's office Monday through Friday from 8:30am to 4:30pm. Jessica will confirm whether receipts will be provided to donors for tax-deductions. Distribution sites will be determined and any overflow of clothing will be donated to other outlets that most suitably address the following:

- How many people the organization serves and whether they are jobseekers
- Will there be efficient distribution of the clothing collected to people in need
- What is the location and demographic of the people served, and are they men or women
- Will the clothing be used for people who are returning to the workforce

Monica McClintock suggested identifying an organization that is veteran-centric and a match for the Tri-State SHRM clothing drive's criteria. Carl mentioned Fred Davis at Rutgers as a contact for possible donations to veterans and college graduates in need of interview attire. Jessica commented that ideas and suggestions for partnering with schools and organizations that match the mission of the clothing drive are welcomed and she would appreciate all suggestions sent to her via email.

### **Discussion**

Jeff Swartz commented that he'd recently spoken with Ardella Coleman (VP, Diversity & Talent Acquisition) at Cooper University Hospital about her desire to fill a wide variety of positions open there with veterans and her interest in promoting the services provided there for disabled veterans. Ardella shared with Jeff that Cooper University Hospital is considered a federal contractor and is required to employ a certain number of veterans.

Edison Friere commented on the need to know how to align the veteran's skill sets in preparation for rejoining the workforce using skills they acquired through their military service. He noted that it would be useful to also know what positions and supportive services were available for military spouses and families. He mentioned it would be helpful if Cooper Hospital an ERG (Employee Resource Group) using some of their veteran employees as a resource to assist and support incoming veteran employees.

Jessica Scott commented that creating a resource guide for human resources professionals on the nuances of recognizing the transferable skills of veterans to fill the needs of their workforce would be useful. Jeff and Carl agreed, and Jeff commented that her idea would be a great topic for a future committee event.

Monica McClintock suggested the committee identify an organization tied to its 2023 goals of assisting veterans and disabled veterans which could be served by the clothing drive planned by the Tri-State Workforce Readiness Committee.

### **Future Events**

The committee discussion turned to the idea to hold an event that would serve as a veterans/disabled veterans job fair and also provide a workshop focused on issues that are pertinent to HR professionals related to hiring veterans and the disabled. The workshop panelists will include employers, and HR professionals who understand both from the military side and also from the HR side and can discuss the challenges and some ways to break barriers down to ensure veterans can successfully navigate transition into the workforce as civilians. Further consideration for the proposed outline includes panelists of HR professionals and employers, and also will include veterans for a Q&A session during a workshop from 8:30am to 10:00am. After the presentation, HR professionals will be available to assist veterans with resumé preparation that includes translating their military experience into relevant skills for the workplace as civilians. Carl suggested a speed networking session with employers present to offer employment. Other considerations discussed were whether to charge admission and the event location. The venues mentioned for consideration were Cooper University Hospital, The Kroc Center, Rowan College of South Jersey-Gloucester County and Camden County Boathouse. A proposal to make the event a regional collaboration and to include the Gloucester County WDB was mentioned. Jeff noted that he would contact the GC WDB's Executive Director, Michelle Shirey, to see if she would be interested in partnering on the project.

**Workforce Development Board**

Jeffrey Swartz, Executive Director,

- The quarterly board meeting is December 14<sup>th</sup> at Camden County College-Blackwood in Roosevelt Hall. A full breakfast will be offered starting at 8:30am and the meeting will begin at 9:00am. Those who plan to attend should notify Alex, to ensure an accurate headcount for the caterer. The Literacy Committee will present the Literacy Needs Assessment and the featured speaker will be Larry Abrams, founder of BookSmiles. Larry was featured on a recent “Hometown Heroes” segment on CNN.

**ADJOURNMENT**

Carl asked for a motion to adjourn. Motion was made by Jeff Swartz and seconded by Monica McClintock. The motion carried with a majority vote to the affirmative and the meeting was adjourned at 9:44am.

**NEXT MEETING**

The next Abilities Committee meeting is scheduled for Thursday, January 12, 2022, at 8:30am. The meeting will be conducted via Zoom.

Submitted by,

Debra Vaughn

Administrative Assistant to the Executive Director