

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

ABILITIES COMMITTEE MINUTES
THURSDAY, DECEMBER 10, 2020 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		14-May-20	11-Jun-20	9-Jul-20	13-Aug-20	10-Sep-20	8-Oct-20	10-Dec-20
Maggioncalda, Jim CHAIR	TFG Management Services	X	X	X	X	X		X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ							
Cirri, Frank	Local Area Operations Director	X	X	X			X	X
Deitz, Jeffery	Division of Vocational Rehabilitation Services							
Donato, Carl	Wawa	X	X	X		X	X	X
Forman, Lois	Bancroft	X	X	X	X	X	X	X
Freire, Edison	JEVS Human Services							X
Fugee, Antoinette	Center for Family Services							
Hale, Dawn	The Arc of Camden County	X	X					
Lucas, Angela	JEVS HireAbility	X			X	X	X	X
Marks, Karen	Jewish Family & Children Service of Southern NJ	X	X		X		X	X
McClintock, Monica	Adjunct Professor, Rowan University	X	X	X	X	X	X	X
Mills, Jay	NJ Commission for the Blind and Visually Impaired		X					
Smith, Veda	Camden County Independent Living Center							
Taguwa, Denise	LWD-WDB Coord + Support				X			
Veneziani, Jennifer	Program Planning and Development Specialist, DVRS							
Swartz, Jeffrey S.	WDB Executive Director	X	X			X	X	X
Varallo Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X

WELCOME

Jim Maggioncalda, Chair, called the meeting to order at 8:35, welcomed attendees to the Zoom meeting and thanked them for attending. The Committee discussed some personal experiences related to COVID-19 response efforts. They also discussed the probability of planning a public event before the COVID-19 vaccine is fully distributed. All agreed that most events are still being presented virtually and will continue that way into the spring. Carl Donato, Wawa, suggested the consideration of planning a virtual event in May and then following up with another event in October. Jim welcomed Edison Freire, JEVS Human Services. Edison said he works with the office of Employment and Disability Policy at the Department of Labor. He is hoping to bring new resources to the committee as they develop under the new administration. Jim asked the committee to introduce themselves to this new guest. The Committee gave roundtable introductions. Jim recognized each member with appreciation for their contributions to the committee.

OUTREACH UPDATES

Jeffrey S. Swartz, Executive Director, WDB, said he was contacted by a National Council or United States Conference of Mayors. They contacted him about serving on their Abilities Workgroup as it pertains to individuals with physical or intellectual disabilities. He did not respond as of yet but asked the committee if they thought it might be valuable for him to participate. Kathleen Varallo, Administrative Assistant, noted the position is an appointment by a Federal or National Council of Mayors. Jeff said the person that contacted him did so because they noticed via social media and the website how active our local Abilities Committee appears to be. He said they may be looking for best practices that can be shared nationally with other workforce areas and with Mayors across the country. The Committee discussed and agreed that Jeff should look further or find

out more detail about the position. They were definitely interested in his participation with the workgroup. Carl felt the intel from other areas would be valuable to share back with this committee as well. Jim asked if there was a website that could be shared with the committee. Kathleen said the email did not include a website. Lois Forman, JFCS, said there may be Intel about funding or training opportunities that could be shared so that we could expand our services in the local area.

Frank Cirii, Local Area Operations Director, reported the One-Stop has been participating in outreach efforts by attending the food distribution and immunization site around the county. He said the One-Stop is open for virtual and by-appointment services and operations have been running smoothly. He encouraged the committee to share links to the virtual services directory. Follow the link for more information.

Camden County One-Stop Virtual Services Directory

<https://www.camdencounty.com/service/employment/job-training-placement/>

Kathleen did complete the October social media campaign and the Abilities Committee's recognition of October's "National Disabilities Employment Awareness Month." It was discussed at the last meeting about creating a social media awareness campaign highlighting efforts in Camden County toward hiring individual with disabilities. She used member profiles to celebrate the membership of the Abilities Committee and include posts and links about the work of partner agencies including JEVs, the Arc of Camden County, JCFS, Wawa and others. She also used the posters sent to her by the committee both on LinkedIn and Facebook. Kathleen said she posted a blurb about each organization and how it serves the community such as job placement, job coaching and career development. She said the campaign was well received and gained likes from new contacts.

Jim asked Kathleen to give an update about the PTSD event and partnership with the Cooper University Healthcare Team which is postponed until spring 2021. Kathleen reported the team at Cooper was still on board and cleared to provide the content and programming for the workshop event "Veteran's and PTSD-Strategies for Workplace Inclusion" at the Camden County Boathouse on Tuesday, May 25th. 2021. She said we will have to organize another meeting with them to discuss logistics and content.

Jim posed discussion about whether or not to postpone the event again or entertain the idea of hosting it virtually. He felt it would be safer to consider moving the event again to a date in October. He also noted that the event would be more effectively hosted in person versus virtually. Jeff said that there may still be capacity limits in place even through October and it could be a potential concern. Kathleen suggested that even if the event were to be hosted live, it would still be good to record it for distribution to those still afraid of gathering in person at a public event. The Committee discussed the event and all agreed that many people are getting somewhat burned out from Zoom events. They agreed to look forward toward a date in October. The Committee also discussed using some of the outdoor space at the boat house or open up to hosting some of the workshop activities outside in the open air. Lois said the Boathouse may have some creative ways already in place to host an event outside of the facility. The Committee expressed some concerns about competing with other events that will likely be pushed back to the fall. Jeff said the WDB will contact the Boathouse to get some fall dates and see if they have an outdoor tent venue already set up. Kathleen cautioned the committee that sponsorship of a bigger event will still be a concern.

COMMITTEE UPDATES

Jeff reported the next WDB Quarterly Board of Trustees meeting is scheduled for Wednesday, December 16th @8:30am via Zoom Conferencing. The new master budget will be approved at that meeting and the annual report will be presented so he asked that committee members serving on the board respond to attendance as a quorum for voting is needed. Jeff said a presentation will be made at the meeting to honor Steve Ravitz, President Emeritus, Ravitz Family Markets-Shoprite. (passed due to complications from COVID-19 in April 2020) He was an champion in the community and great supporter of WDB Initiatives including hiring individuals with disabilities. Freeholder Liaison Jonathan Young and Congressman Donald Norcross have confirmed their attendance and will present proclamations to the Ravitz family honoring Steve. Jeff invited members of the committee to contact the WDB office for the invite and Zoom information. Jim asked who would be representing the Ravitz family. Jeff said Jason Ravitz will represent the family.

Angela Lucas, Jevs HireAbility, reported their online JEVS event, in partnership with DVRS, was hosted on October 28th. She sent the recording to the committee. Four essential workers were recognized along with their employers.

Edison Freire, JEVS Human Services, reported JEVS launched a manufacturing apprenticeship initiative in Pennsylvania. The training is conducted online in response to COVID. There is interest by employers in PA and NJ to partner with the program. The program is being promoted with a direct focus toward candidates on the Autism spectrum. One successful hire has already taken place in PA and JEVS is hoping to expand job placements in NJ.

Carl Donato, Talent Acquisition Specialist, Wawa, reported stores are busy and recruitment is ongoing. He will be hosting an online information session about summer shore positions and to review the hiring process. The online session will be hosted for hiring partners including One-Stops and Career Centers in January 2021 and he will share the invitation with the committee.

Monica McClintock, Adjunct Professor, Rowan University, reported she attended the Tri-State HRMA Zoom event hosted on December 9th. The event was not very well attended but it ended up to last longer than expected because of some great dialogue between participants. There were Veterans on the call so there was a focus on how to hire Vets and how to take transferable skills from military to civilian career paths in general industry. There were some good connections made for the organization.

Lois Forman, Jewish Family and Children Services (JFCS), reported the organization has had a very busy month since the last meeting. JFCS collected and distributed an enormous amount of food. She said the agency is also collecting gift cards. The Camden County Bar Association made a very large donation of gift cards. Lois noted that there has been an incredible outpouring from the community in support of families in need even during COVID response efforts. She also reported JFCS is starting more support groups including one for teachers and anxiety. Other groups include Heroin Addiction, a COVID 19 group and a group for healthy relationships. She encouraged the committee to share the awareness of all kinds of support services offered by

JFCS. She also encouraged the committee to email her with other ideas about how the agency could support vocational or other services that would help individuals find and maintain employment. The Culinary training program “Soups and Sweets” released a cookbook, now for sale online for \$18.00. Proceeds support the training program.

Karen Marks, JFCS, reported the organization hosted its annual vocational breakfast virtually on November 20th. They honored four individuals, doing pre-recorded videos with the person being honored, their supervisor as well as the employment specialist. The program was well attended.

Jim thanked the committee for attending and wished everyone a healthy safe and happy holiday. Monica asked the committee to spread the word about needing some volunteers for the Salvation Army Camden Kroc Center to help with their toy distribution event. The Kroc Center will be serving approximately 1500 children with over 3000 toys already collected. She asked anyone interested to submit their name in the chat and she would send them information about who to contact at the Kroc Center.

NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, January 14th at 8:30am. This meeting will be conducted via Zoom conferencing. A notice will be sent with the link and dial-in information.

Submitted by

Kathleen Varallo

Administrative Assistant