

*Supporting the Development and Retention of a World Class Workforce*

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

ABILITIES COMMITTEE MINUTES  
TUESDAY, DECEMBER 11, @9:30, 2018 AT WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS	13-Feb-18	20-Mar-18	10-Apr-18	8-May-18	12-Jun-18	10-Jul-18	4-Aug-18	13-Sep-18	13-Nov-18	11-Dec-18
Maggio, Jim CHAIR	TFG/Judge Group	x	x	x	x	x	x	x	x	x
Abrams, Barbara	Jewish Family & Children Service of Southern NJ	x	x	x	x	x				
Cirii, Frank	Camden County One Stop					x			x	
Cooper-Williams, Dina	Express Scripts				x			x		
Davis, Anthony	Mental Services of Southwestern New Jersey	x								
DeAngelis-Ferebee, Lamont	Ferebee Family Foundation		x							
Deitz, Jeffery	Division of Vocational Rehabilitation Services	x	x							
Donato, Carl	Wawa		x		x				x	x
Farber, Dan	Bright Lights USA									
Forman, Lois	Bancroft	x	x	x	x	x	x	x		x
Hale, Dawn	The Arc of Camden County			x	x					
Lope, Krista	NJ Division of Vocational and Rehabilitation Services									
Lucas, Angela	Hireability	x			x		x		x	
Taguwa, Denise	LWD-WDB Coord + Support	x		x	x	x	x	x	x	x
Veneziani, Jennifer	DVRS							x		
Walker, Dante	Mental Health Association		x	x		x				
Welder, Laura	Jewish Employment and Vocational Services									
Levitt, Alex	WDB Administrative Assistant			x	x			x		
Swartz, Jeffrey S.	WDB Executive Director	x	x		x	x	x	x		
Varallo Kathleen	WDB Administrative Assistant	x	x	x		x	x	x	x	x
Williams, Leslie	WDB Comptroller							x	x	x

**WELCOME**

Jim Maggio, Chair, welcomed attendees and asked they announce themselves to dial-in committee members. Carl Donato, Talent Acquisition Specialist, Wawa, called in to the meeting.

**EVENT FOLLOW-UP**

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

**Date:** Tuesday, October 9<sup>th</sup> 8:30-11:00

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

Kathleen Varallo, Administrative Assistant, WDB, reported she re-drafted the letter of credit hours with suggested changes from the committee. She looked into setting up a survey account and the best way to send out a survey as discussed at the last meeting. She said it would take additional time and planning to organize a suitable one and the rate of return of surveys, we have conducted in the past, has not been very successful. She discussed the survey with Jim Maggio, Abilities Chair. He made the decision to send the letters and then follow up in a few months with letter of invite to the next event with an option of topics. She sent the credit hours and thank you letter to the participants.

Jim reported that he attended a breakfast meeting of the NJ Tri State-Society for Human Resource Management (SHRM) on Thursday, December 6, 2018, Maggiano's, 2000 Route 38, Cherry Hill, NJ 08002. He met members of their Workforce Readiness Committee. They plan programs and promote job opportunities. He plans to meet with them early in 2019. Lois Forman suggested that we invite Jennifer Veneziani, Business Outreach Coordinator, Division of Vocational Rehabilitation Service (DVRS) to attend that meeting. She is very good at presenting the idea of partnerships. She suggested that going forward, our events should always include the

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continuing education credit component. Kathleen said that working with them would be a great idea. Having their sponsorship and support of the event would definitely increase attendance and our ability to promote events. Lois Forman, Director Vocational Services, Bancroft, said that this year's workshop definitely attracted our targeted audience which are Employers and Human Resource Managers.

Kathleen said that she looked at the calendar to plan for the 2019 event. Tuesday, October 8<sup>th</sup> would be the Abilities Committee October meeting. The Committee discussed the date and looked for holiday or religious conflicts. All agreed to check the Camden County Boathouse for two dates, Tuesday, October 8 and 22, 2019.

### 2019 Event Workshop Topics

Jim asked the committee for input and ideas for workshop topics for the 2019 event.

Kathleen said that Frank Ciri, Local Area Operations Director, CCOSC, suggested that a good future topic might be to provide updates about laws affecting employers when it comes to hiring individuals with disabilities. Lois suggested the subject of Medical Marijuana seems to be at the forefront of the media. She said that her husband recently attended a continuing education workshop on that subject and said that New Jersey will be considered an "at will" State when it comes to establishing the laws regarding the use of Medical Marijuana. The Committee discussed the topic and agreed that HR professionals will definitely be looking for additional guidance as to how to handle situations related to medical marijuana use by individuals with disabilities as well as the workplace in general.

Lois also suggested that new minimum wage levels will affect individuals with disabilities. Social Security, Disability has set rules regarding how much an individual can earn while collecting benefits. Carl suggested that more could be presented about the types of jobs that many companies share and show how uniquely able individuals are successfully filling these positions. Kathleen said that the Project Search cohort create pictorial job resumes for a reverse job fair they held last spring. The committee could make a list of jobs and find successful candidates for picture boards that could be displayed in the exhibit area of the event. Lois said there may be an opportunity to host some actual uniquely talented job seekers, in person at the event.

Kathleen also relayed Angela Lucas' suggestion from the last meeting about how to work with a case manager in the workplace. All agreed this would be an interesting topic. More could be discussed on the subject of Case Management and how they work with the client and the employer. Many employers are under the impression that case managers may be an interruption to the workplace and do not understand the benefits.

The Committee discussed the topics including minimum wage, case management, the latest laws regarding hiring uniquely able candidates and the use of medical marijuana. They also discussed and agreed that success stories have a very positive impact on an employer considering an inclusive hiring plan.

Jim suggested that the committee plan on finalizing the topics for the 2019 event no later than the March meeting. He asked everyone to look for speaker candidates as well. He also suggested sending a letter, with a suggested list to our Human Resource Professional contact list sometime in January, after the next meeting, to get their vote as to which topics they would like to hear more about. Lois said that we'll want to make it as easy as possible for contacts to reply or respond. Giving contacts a list of choices may garner a better response than asking them to come up with the ideas. She suggested maintaining regular contact and grow the business employer contact list by offering information or email blasts on a monthly or quarterly basis.

#### NEXT MEETING

The Abilities Committee is scheduled to meet on Tuesday, January 15, 2019 at 9:00am at the WDB office, 1111 Marlkress Road, Suite 101, Cherry Hill, NJ 08003.

Submitted by

*Kathleen Varallo*

Administrative Assistant