



## WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

### Business Service Outreach Team Meeting Minutes Thursday, December 18, 2025, via Zoom

#### ATTENDANCE

	Organization	Trustee Member	16-Jan-25	20-Feb-25	20-Mar-25	17-Apr-25	15-May-25	17-Jul-25	21-Aug-25	18-Sep-25	16-Oct-25	20-Nov-25	18-Dec-25
Thompson Ryan	Mid Penn Bank, BSOT Chair	X	X		X	X			X	X			
Askie-Rosario, Andrea	CC Commission of the Blind							X	X				
Baer, Jessika	NJ DOL			X			X						
Bass, Henry	NJ DOL				X					X			X
Michael Butler	The Fountain Fund				X						X		
Campbell, Gabriella	NJ DOL		X	X	X	X	X			X			X
Cirri, Frank	CCOSCC	X	X	X	X	X	X	X		X			X
Deitz, Jeff	DVRS			X									
Nicole Field	DOL												X
Fugee, Antoinette	Cooper		X	X	X	X			X				
Lakshminarayan, Pavithra	NJ DOL								X				X
Lex, James													X
Lord, Lisa	CCTS							X	X	X			X
Moen, Bill	Camden County College		X	X			X	X		X	X		X
Perez, Irene	DVRS		X		X	X		X					X
Pomales, Nicole	Camden County College							X		X	X		
Regensburger, Robert	Lockheed Martin	X	X	X	X	X		X		X	X		X
Terrenny Robinson	NJ DOL										X		
Shafer, Derena	Camden County College			X		X	X	X		X	X		
Sinclair, Nidia	Camden County One-Stop				X								
Weil, Robert	Conner, Strong, and Buckelew	X		X	X	X		X	X				X
Susan McShane	Npower					X							
Carelene Vieira-Ruiz	NPower					X							
Richelle Hardison	WDB				X			X	X	X			
Michelle Rohan	WDB			X	X	X	X	X	X				
Swartz, Jeffrey S.	WDB		X	X	X	X	X	X	X	X	X		X
Vaughn, Debra	WDB		X	X		X		X	X	X	X		X

#### Welcome

In the absence of Ryan Thompson, Jeffrey S. Swartz opened the meeting at 2:09 PM and requested a motion to approve minutes from the committee's September 18, 2025 meeting. Motion was made by Irene Perez, seconded by Gabriela Campbell. With a majority vote to the affirmative, the motion carried, and the minutes were approved.

Jeff commented that he would provide updates on the entrepreneurial webinar discussed at a previous BSOT meeting at a later time.

#### Workforce Development Board Regional Update

Jeffrey Swartz provided an update on regional workforce initiatives and strategic planning.

##### 1. Quarterly Meeting & Success Stories

- Commissioner Director Capelli provided a positive "state of the county" report, noting that the county is in good shape.
- An employee who participated in the ShopRite incumbent worker training program shared her personal experience with the initiative and was recognized with a Success Story Award.

##### 2. Planning and Policy Updates

- Local Plan Modification: The modification was submitted to the state following a 30-day public comment period (which received no comments). It is currently awaiting state approval.
- Regional Plan: The board is waiting for technical guidance from the state or the State Employment and Training Commission (SETC) before proceeding with regional modifications alongside

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neighboring counties.

### **3. Aviation Technician Apprenticeship**

- The South Jersey Workforce Collaborative is developing a comprehensive aviation technician apprenticeship program in partnership with local technical schools and industry experts.
  - Program Goal: To create an FAA-certified apprenticeship for aircraft mechanics and power plant technicians.
  - Industry Demand: Swartz noted a "huge need" for these technicians across South Jersey's regional and international airports (Camden, Cape May, Atlantic City, and Philadelphia).
  - Next Steps: Efforts are underway to get the curriculum approved on the Eligible Training Provider List (ETPL).
  - Nicole Field (US DOL) commented that because this is an apprenticeship program, the board must coordinate directly with the USDOL for registration and oversight.

### **Camden County One Stop**

Frank Ciri

#### Welfare Reform Implementation

- New welfare reform requirements mandate that SNAP and TANF recipients must participate in at least 20 hours of work or volunteer activities per week to maintain their benefits. Non-compliance for 3 consecutive months could result in losing benefits for three years. The One Stop center is experiencing increased traffic, now serving over 180 people daily, and is coordinating with the Board of Social Services to manage these new requirements.

#### Transportation

- The One Stop has also reapplied for a transportation grant to continue shuttle service between the Woodcrest Speedline Station and their offices.

### **Committee Updates**

#### **Camden County College**

Bill Moen, Workforce Development

Bill provided an update on Camden County College's (CCC) recent grant activity and the strategic shift of their facilities to support workforce development.

### **1. Major Grant Applications**

The workforce development team has applied for two significant grants to bolster college infrastructure and programming:

- State HEFT Grant (\$3 Million): Funds from the Higher Education Facilities Trust would be used for "deferred maintenance" and construction costs. A decision is expected before the end of Governor Murphy's term.
- Federal FIPSE Grant: A Department of Education grant for post-secondary education. This is a 4-year grant with an effective date of January 1st, meaning the college expects to hear a status update within the next few weeks.

### **2. Strategic Facility Shift: The Rohr Center**

- Workforce Focus: The Rohr Center in Cherry Hill is transitioning to have a much stronger workforce development presence.
- Program Planning: The college is currently identifying specific programs to offer at this location to align with regional training needs.

### **3. Academic & Training Schedule**

- Standard Semester: Finals are concluding, and the college will be closed between Christmas and New Year.

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Year's, with students returning the third week of January.

- Workforce Training: These programs follow a tighter schedule. Training for Certified Clinical Medical Assistants (CCMA) and Patient Care Technicians will run next week and resume immediately the first week of January.

### **NJ DOL/ On-The Job Training**

Gabriela Campbell

Gabriela Campbell provided an update on business engagement and training contracts, focusing on growth and process improvement.

#### 1. Training and Business Growth

- On-the-Job Training (OJT) Funding: There is high demand for OJT funding. The region currently holds the highest number of contracts in South Jersey, with 12+ active contracts and 3 more in development.
- Healthcare Success Story: Campbell highlighted a small healthcare employer that successfully grew from a 1-person team to 6 employees and has recently expanded into Northern New Jersey.
- Needs Assessments: Her team continues to conduct assessments to help local businesses identify staffing and training requirements.

#### 2. Strategic Recruitment Plans

- Bayada Home Health: A large-scale recruitment event is being planned for next year to hire Home Health Aides.
- Maintenance Technicians: Campbell is collaborating with Henry Bass on recruitment specifically for maintenance roles with smaller businesses.
- Process Innovation: Campbell mentioned a "new type of recruitment" strategy being rolled out. Rather than the traditional "apply and wait" model, this new approach aims to increase actual hiring conversion rates. Details on this strategy will be shared in the future.

#### 3. Collaboration

- Inter-departmental Work: She acknowledged ongoing collaboration with Irene Perez's group.
- Aviation Apprenticeship: Expressing interest in the aviation program mentioned earlier by Jeffrey Swartz, she suggested Henry Bass coordinate with David Spector to ensure their involvement.

### **NJ DOL/Apprenticeship and Internship Programs**

Nicole Field

- The Office of Apprenticeship has set an ambitious goal to reach 1 million apprentices by the end of the current presidential term. Plans include leveraging workforce development boards and incorporating AI into workplace training. DVRS is also increasing apprenticeship opportunities and has introduced a new Adult Paid Internship program that allows work-ready adults to work up to 200 hours for up to \$25.66 per hour through contractors like Goodwill.

### **NJ DOL/Veterans Services**

Henry Bass

Henry provided an update on regional recruitment efforts and upcoming events for the new year. His report focuses on three main initiatives:

#### 1. Upcoming Recruitment Events

Evolution Gaming (Jan 13th): A virtual recruitment event for an online/live gaming company. They are looking to hire 30+ people for roles in Atlantic City.



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- Details: No experience is required as they provide training. New hires will eventually need a \$90 license. Pay ranges from \$17–\$23/hour.

Partners in Home Care (Tentative Jan 16th): A collaboration with JT Wright to recruit Registered Nurses and Home Health aides. While based in Atlantic County, Henry is marketing to surrounding counties to increase the candidate pool.

### 2. TAP (Transition Assistance Program) for Veterans

Henry is focused on growing participation in his TAP classes, which help transitioning veterans enter the workforce.

- The Goal: He wants to recruit more employers to visit these classes (held twice a month) so veterans can network during their breaks.
- Call to Action: He is seeking employers who pay "decent wages" to participate and will be sharing the 12-month schedule with the board to help spread the word.

Henry acknowledged Gloria's help with advertising throughout the year. Jeffrey Swartz directed Henry to send his upcoming schedules and flyers to Deb (CCWIB) for official posting and distribution.

### **NJ DOL/Division of Vocational Rehabilitation Services (DVRS)**

Irene Perez

- Irene Perez shared significant updates regarding organizational changes and a newly redesigned internship program aimed at increasing apprenticeship numbers and employment for DVRS clients.

#### 1. New "Adult Paid Internship" Program

To address previous employer concerns regarding payroll and administrative burdens, the DVRS has revamped its internship model:

- Duration: 6 to 8 weeks (Max 200 total hours; up to 25 hours per week)
- Compensation: DVRS pays 100% of the wages, up to \$25.66/hour (based on the specific occupation's prevailing wage).
- Third-Party Payroll: Employers no longer handle payroll. Contractors like Goodwill serve as the "employer of record," managing all administrative paperwork and payments.
- Path to Employment: While there is no initial obligation to hire, the internship can be extended or transitioned into an On-the-Job Training (OJT) agreement, which does include a commitment to hire if the candidate is successful.

#### 2. Regional Leadership Expansion

Due to a retirement effective February 1st, Irene Perez's territory will expand from five counties to eight. This expansion allows for more streamlined event planning and recruitment across a larger portion of South and Central Jersey.

- Current Counties: Camden, Mercer, Monmouth, Atlantic, and Cape May
- New Counties: Burlington, Ocean, and Gloucester

#### 3. Strategic Partnerships & Recruitment

- Apprenticeship Push: Irene is coordinating with Nicole Field (U.S. Dept. of Labor) to boost DVR's apprenticeship numbers, which are currently the lowest in the department. They are exploring virtual collaboration across DVR's 18 offices.
- Employer Leads: Following a successful job fair in Mercer County that drew nearly 50 employers, Irene is sharing that contact list with Frank Cirii and Debra to assist with upcoming regional recruitment efforts.



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### **Camden County Technical Schools**

Lisa Lord

- CCTS is developing a new aviation career program at the Pennsauken campus and exploring potential JROTC involvement at Gloucester. Camden County Technical Schools (CCTS) is preparing for several upcoming initiatives focused on student career development and community engagement.
- The school is tracking a high school co-op grant and plans to apply once it is officially released.
- Two job fairs are being planned for the first week of May. Promotional materials and communications for these events will be sent out in early January.
- Planning is underway for another large-scale advisory meeting to maintain industry partnerships.
- Nicole Field will be invited to speak to students about career opportunities and apprenticeship programs.

### **NJ DOL**

Pavithra Lakshminarayan

Pavi provided a comprehensive update on several major workforce development and industry initiatives in South Jersey.

### **Manufacturing Alliance of South Jersey**

The alliance is collaborating with NJBPU on energy efficiency plans.

- Quarterly Meetings: Employers are holding quarterly meetings to share best practices for recruitment, training, and retention.
- Success Metrics: A recent "Career Awareness & Exposure" fair at BCIT reached over 350 students across the manufacturing and energy sectors.
- Save the Date: The next quarterly meeting is scheduled for February 25th. Additionally, leadership will meet at Paratus in February to discuss broadening the talent pipeline.

### **Energy Efficiency (Triennium 3)**

- Funding: Under the NJ Clean Energy Act, \$17 million is currently being executed for training programs through utilities.
- Action Item: The Triennium 3 straw proposal (starting 2027) is currently out for public comment. The comment period was recently extended by one week. This proposal includes critical workforce development metrics.

### **AI Hub & Innovation**

- Accelerator Program: There is a push to link South Jersey to the "plug-and-play" accelerator programs at Princeton, sponsored by the EDA.
- Collaboration: A recent roundtable at Rowan University focused on how to integrate South Jersey into the broader state-level AI workforce initiatives.

### **Defense & Aerospace Ecosystem**

- Strategic Initiative: Governor Murphy has launched a strategic initiative for New Jersey's defense ecosystem, stemming from work on the CHIPS Act.
- Talent Crisis at FAA: The FAA director reported a significant loss of staff due to early retirements. Consequently, the FAA is releasing RFPs for unmanned vehicles and drones.
- Apprenticeship Alignment: There is a major opportunity to align new apprenticeship programs with these defense and aerospace needs, particularly as the FAA looks to rebuild its workforce.



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## **Business Community Updates**

### **Connor Strong and Buckelew**

Bob Weil

Bob announced open positions in marketing and accounting. Interested candidates were encouraged to apply through their website.

### **Lockheed Martin**

Bob Regensburger

Lockheed Martin's Moorestown and Camden locations have had a productive year, achieving significant progress in developing new technologies and integrated capabilities to meet evolving government needs.

- Operational Growth: The company focused on rapid adaptation and better corporate integration.
- Future Outlook: Next year is expected to be equally demanding, with a heavy focus on keeping pace with AI and evolving technological requirements.
- Performance: Leadership views the company as well-positioned for continued success and "great outcomes" in the coming year.

## **Workforce Development Board**

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- A reminder for the Local Plan update meeting at the One Stop will be sent to all attendees. Bob Regensburger will provide his notes to attendees in advance of the meeting.

## **Upcoming Events**

• January 13	Evolution Gaming Virtual Recruitment <i>Positions offering \$17-23 hourly wages</i>
• January 16 ( <i>tentative</i> )	Partners in Home Care Recruitment <i>Focusing on registered nurse positions</i>
• April ( <i>date TBD</i> )	Targeted Hiring Event <i>For people with disabilities at Camden County College</i>
• April ( <i>date TBD</i> )	National Apprenticeship Week
• May 15	Cherry Hill Mall Job Fair
• September 11	Cherry Hill Mall Job Fair

## **Action Items by Assignee**

- Jeffrey Swartz
  - Send aviation technician apprenticeship program schedule to Deb for posting
  - Keep team updated on aviation technician apprenticeship program progress
  - Coordinate with Nicole and Michael on apprenticeship requirements
- Henry Bass
  - Send TAP class schedule to Deb for posting
  - Email Nicole to coordinate on getting more employers to TAP classes
  - Work with JT Wright on Partners in Home Care recruitment event (tentatively January 16th)
  - Send out flyer and e-blast for Evolution Gaming virtual recruitment on January 13th



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- Nicole Field
  - Send list of justice-impacted friendly employers to Frank
  - Connect with Henry to help recruit employers for TAP program
  - Send mass email to sponsors regarding TAP program
- Irene Perez
  - Share list of justice-impacted friendly employers with Frank or Debra
  - Meet with Pliable employer after the holidays regarding 6 locations
  - Continue ongoing recruitment for paid internship in Monmouth County
  - Finalize targeted hiring event for people with disabilities at Camden County College in April
- Lisa Lord
  - Reach out to Nicole to schedule a presentation for students

**Adjournment**

Motion to adjourn was made by Bob Weil, seconded by Frank Cirii. With a majority vote to the affirmative, the motion carried, and the meeting adjourned.

The next BSOT meeting will be held on Zoom on January 15, 2026 at 2:00 PM.

Respectfully submitted by: Debra Vaughn, Executive Assistant