

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Robert Weil, Chair

ABILITIES COMMITTEE MINUTES
THURSDAY, MAY 13, 2021, AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		10-Dec-20	14-Jan-21	11-Feb-21	11-Mar-21	8-Apr-21	13-May-21
Maggioncalda, Jim CHAIR	TFG Management Services	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ						
Cirii, Frank	Local Area Operations Director	X				X	X
Deitz, Jeffery	Division of Vocational Rehabilitation Services						
Donato, Carl	Wawa	X		X		X	X
Forman, Lois	Jewish Family & Children's Service	X	X	X	X	X	X
Freire, Edison	JEVS Human Services	X	X	X	X	X	X
Fugee, Antoinette	Center for Family Services				X		
Hale, Dawn	The Arc of Camden County				X	X	
Lucas, Angela	JEVS HireAbility	X	X				
Marks, Karen	Jewish Family & Children Service of Southern NJ	X	X			X	X
McClintock, Monica	Rowan University	X	X	X		X	X
Mills, Jay	NJ Commission for the Blind and Visually Impaired						
Scott, Jessica	The Arc of Camden County					X	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	X	X	X	X	X	X
Varallo Kathleen	WDB	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 asked for introductions. Jim welcomed Tim Galvin, Administrator for Military and Diplomatic Affairs, and Cory Terry, Special Operations Combat Medic, on Clinical Field Internship, at Cooper University Healthcare. Tim said Cory recently retired from Military Service in December 2019. Tim and Cory will be speaking on the panel and will look forward to contributing to the upcoming Post Traumatic Stress Disorder (PTSD) event scheduled for Tuesday, October 5th at the Camden County Boathouse. Jim thanked them for their participation in this meeting and contributions to the event.

The Committee reviewed the minutes from the meeting, April 8th, 2021. Jim asked if there were any corrections or changes. Hearing none, he asked for a motion to approve the minutes. Lois Forman, JFCS, made the first motion; Monica McClintock, Rowan University, made the second motion. By unanimous vote to the affirmative, the minutes, Thursday, April 8, 2021, were approved. Jim also thanked Carl Donato, Wawa, for his efforts in obtaining a sponsorship from Wawa for the upcoming event.

Jim referred to the “Save the Date” flyer draft for the purposes of promoting the event. He asked if Tim had a chance to review the document. As related to past discussions, Tim said there will a panel of Veterans and speaker Major Ellie Cleaves, Director, Psychologist at Maguire Military Base, will do a presentation about PTSD and will bring some handouts for attendees. Tim reviewed the order of events as he envisioned from prior discussions. The event will open with a speaker who will give an overview of the topics and kick off the

event. Then Major Cleaves will give her presentation about PTSD from a neurological perspective and go over some tools and resources from the HR perspective. The next order of the event will be a Veteran panel discussion. The Committee discussed the order of presentations, and all agreed they are open to the Cooper Team's lead of the program. Tim said the "Save the Date" flyer looks great and covers all key areas of the event. Jim noted the committee may add a lawyer to speak about legal topics surrounding the subject of PTSD in the workplace as the targeted audience will be Human Resource Professionals. He said there is always an ever-presenting need for legal advice when it comes to HR concerns in the workplace.

Jeffrey S. Swartz, Executive Director, said the committee put a lot of thought into the title of the event because they did not want to infer that all Veterans have PTSD. The Committee did not want to single out Veterans but did want to include a focus on Veterans and give the audience a better understanding of their value in the workforce. The Committee discussed the stigmas associated with Veterans and personal experiences in the field of service. All agreed it is a sensitive concern and do not want to portray the wrong message to the community and audiences of the event. Jeff said the WDB, and One-Stop have always made it a point to provide a priority of supportive services to returning Veterans and help them successfully transition to civilian employment opportunities. It is a population that can provide significant value to an employer and the workforce in general based on their work ethic and skill sets. Cory said PTSD has a compounding effect that is not only associated with combat, but there is also separation, heavy metal toxicity and isolation issues that the general public may not be aware of. Cory said another area of PTSD is associated with traumatic injury caused by repetitive explosives affecting the brain with multiple concussions like sports related concussions. There are other aspects of service that have an effect on the endocrinological system such as malnutrition, lack of sleep and gastrointestinal problems. He is hoping to create more awareness to the complexities of PTSD through events such as this. He sees Veteran groups as being important to helping Veterans with the number one complexity of PTSD and that is the social aspect of transitioning from military service to the workforce and interaction with civilian life. The biggest supportive measure for Veterans is an attitude of acceptance of maybe not fully understanding where they have been but being open and available upon their return to the workforce. All agreed that the core message of the event will be that PTSD is an umbrella term for many other factors that contribute to mental health concerns surrounding traumatic experiences in the life and service of Veterans and others. Tim said it will be important to highlight initiatives now being created by the feds, on base, to help with suicide prevention as well as PTSD. Jim thanked Tim and Cory for helping the committee shape the core message of the event. He said the committee has also been discussing the effects of PTSD in the workplace regarding issues of COVID, lockdowns and personal family loss during the pandemic. Tim said it is reassuring to see so many individuals and committees like this reaching out to support Veterans much different from the Vietnam era.

Tim suggested a follow-up action or subcommittee could be formed for the purpose of doing a dry run of the event. He contacted Major Cleaves who could not attend this call but would be willing to participate in upcoming planning meetings. Tim named some possible participants and speakers for the event. All agreed to meet again. Jim asked if the Cooper Team is sure, they will be comfortable with an in-person event. Tim and Cory said they would be fine either way unless the hospital directs them otherwise. Tim will reach out to his other possible speaker choices. Jim asked if Tim and Cory for any ideas toward sponsorship. They discussed options for possible additional sponsorship. Kathleen Varallo, Administrative Assistant, WDB, said Cooper

University Healthcare is listed at a sponsor on the flyer because of their program contributions to the event. She asked Tim and Cory to forward names of the confirmed speakers as soon as possible for the draft proposal to apply for SHRM credits hours. Tim asked for a follow-up email with some action items. Tim and Cory thanked the committee and will be looking forward to a great event. Tim and Cory exited the call.

The Committee discussed the comments made by Tim and Cory and were very encouraged by their input. Monica McClintock, Adjunct Professor, Rowan College of South Jersey, asked if there will be time for an attorney in the program. She said the program sounds very full. Jim said once the program is laid out it will be clearer. All agreed the law topic has been a welcomed addition in past events and it rounds out the program. Monica recommended Eric Myer, an Attorney who spoke at a Tri-State HRMA event. She will contact him and report back to the committee. The Committee discussed setting time limits to the presentations to keep the program flowing smoothly.

Lois Forman, JFCS, asked what the time frame was for sending out the "Save the Date" flyer. She felt the flyers should go out during June, July, and August. Kathleen said the flyers are ready to go out once all approvals are finalized. The Committee discussed the approval of SHRM credits and mentioning them on the flyer. All agreed the flyer could be updated as new information is confirmed. Jim said there are two separate organizations that approve HR credits. He suggested the flyer list both and if approval is not received, we will give out a certificate of completion. The Committee also discussed event capacity. All agreed the event will follow whatever CDC guidelines are in place at the time or in October. Monica suggested the CDC protocols be mentioned on the flyer. Jeff suggested marketing the fact that seating will be limited making it seem more attractive to register early for the event. Jim said the committee can plan the seating arrangements with the Boathouse as we get closer to September. The Committee also agreed that the event will be live and not live-streamed or videotaped. Lois suggested the event could be videotaped and shown after but that the flyer not mention it. She did not want that option advertised as it could affect in-person attendance. Kathleen reminded the committee that Carl had offered his son at the last meeting to video the event. All agreed the event video could be shown on some platform after the event. Monica told Jim that once the program was confirmed she would help him contact the lawyers mentioned as candidates to speak at the event. Jim accepted and thanked her for the offer.

Jim referred the agenda listing exhibit areas and giveaways. He is assuming there will be room for an exhibit area. Those details can be further confirmed in August or September. Kathleen said we never had a problem filling the exhibit area tables in the past. She said exhibitors generally commit at the last minute once they know the number of confirmed attendances. She also noted the seating capacity is more important and that will determine whether an exhibit area can be considered. Jeff said attendees gathered close together at the exhibit area may be a concern.

Monica asked about charging a small event fee to ensure commitment to attendance. She said it was discussed after the last event because there were some no-shows. Jeff said it has been a topic of discussion that charging a fee increases the probability of attendance and adds credibility to the event. Since the event is sponsored, the no-shows can be factored into the cost of the event versus the cost of setting up a system of payment which is a whole other concern. There is a cost to staff and the management of the payment transactions. Jim said there is

no difference; there are always no-shows at events even when there is a cost. He said we can anticipate that a certain percentage of participants will not show and invite accordingly. Jim said it can be decided at the next meeting when more committee members are on the call. (Some committee members signed off the call early to attend other meetings) Frank Cirri, Local Area Operations Director, asked how attendance was at the last event. Kathleen said attendance was filled to a limit that matched the level of sponsorship funds to cover the cost of the event.

Jeff reported the WDB did receive a grant to run a Summer Youth Employment Program. He said this year's program does not have income requirements, so it is open to any youth ages 16-24 living in Camden County. He encouraged members of the committee to forward the information to youth and employer contacts. He also announced the WDB Quarterly Board of Trustees meeting is scheduled on Wednesday, June 23rd via Zoom Conferencing.

Jim thanked the committee for attending. He thanked Jeff and Kathleen for their work and input to planning the upcoming PTSD event. He said he is hearing more and more news about how PTSD is affecting all walks of the community because of the pandemic,

NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, June 10th 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