



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

Pathways to Literacy Committee Thursday, August 6, 2026 on ZOOM

NAME	ORGANIZATION	TRUSTEE	1/6/2026	2/3/2026	3/3/2026	4/7/2026	5/5/2026	6/3/2026	7/7/2026	8/6/2026
Kalitan, Marilyn, Vice Chair	Kalitan Consulting	X	X				X		X	
Abrams, Larry	BookSmiles		X	X	X					
Willmann, Michael, Chair	WMSH	X	X	X	X	X	X	X	X	X
Arreola, Enrique	Center for Family Services		X	X	X				X	X
Beach, Patti	Goodwill									X
Boaten, Roberta	NJ Dept of Health		X	X	X	X				
Chisolm, Victoria	Literacy Volunteers of America			X	X	X	X			
Cirii, Frank	Camden County One Stop	X	X	X	X	X		X	X	X
Clark, Justin	Office of Adult Literacy (NJDOLE)		X	X	X	X		X	X	
Daunoras, Heidi	Multiplicity Consulting LLC		X	X	X		X	X	X	X
Rashawn Davis	Book Smiles									
Donato, Carl	WDB Board Chair							X		
Dorsey, Rachele	Atlantic City Electric									X
Fithian, Danielle	Goodwill									
Floyd, Kwame	Teacher Apprenticeship Network									
Garvin, Torrie	Your Community Foundation							X		X
Godorov, Lori	The Work Group					X			X	
Green, Aurella	Camden County College		X	X	X					
Gutierrez, Innocencia	The One Stop					X				
Hulnick, Jill	NJ Tutoring Corps							X	X	
Kidd, Kelly	New Jersey Department of Health							X	X	
Knopf, Dick	Marketing Professional Services		X	X	X	X	X	X	X	X
Martin, Tom	Free Books Project									
Mauro, Jennifer	Goodwill	X								
McKelvey, Christopher	Borough of Clementon				X			X	X	X
Naroden, Eric	American Water						X	X	X	
Peterson, Jji	Youth One Stop					X				
Tiffany Probasco-Francis	Rowan University		X	X	X			X	X	
Randall, Angela	Surviving in Strength			X	X	X			X	
Rafferty, Joanne	Volunteer Literacy Advisor		X							
Roman, Xavier	Mid Penn Bank									
Sinclair, Nidia	The One Stop					X				X
Thompson, Ryan	MidPenn Bank	X								
Hamilton, Karen	BookSmiles									
Emily Loughlin	BookSmiles									
Richelle Hardison	WDB									
Swartz, Jeffrey S.	WDB		X	X	X	X	X	X	X	X
Williams, Leslie	WDB									
Vaughn, Debra	WDB		X	X	X	X	X	X	X	X
Swisa, Johnathan	WDB									X

Michael Willmann, Chair, called the meeting to order at 8:46 AM. New members introduced included Xavier Roman from Mid Penn Bank and Rachele Dorsey from Atlantic City Electric.

Approval of Minutes

The minutes from the July 7, 2026 meeting were presented for approval.

Motion: Heidi Daunoras Second: Dick Knopf Vote: Motion carried unanimously

One Stop Operations Report

Frank Cirii

Frank provided the following updates:

- **Grant Status:** The organization was not awarded the digital literacy grant from the State. However, the budget was received with some cuts.



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

- **Center Performance:** The One-Stop center operations continue to run well despite some client issues related to sanctions.
- **Monthly Metrics:**
 - 72 GED tests administered
 - 117 CASAS assessments completed
 - 30 career scopes conducted
- **Upcoming Event:** Job fair scheduled for September 11, 2026, from 10:00 AM to 2:00 PM at the Cherry Hill Mall atrium (Nordstrom). The organization will participate as a gold sponsor with a minimum of 10 tables.
- **Food Bank of Southern New Jersey:** Increased food insecurity and demand reported, particularly due to sanctions and rising unemployment.

Regional Update

Jeffrey S. Swartz

Jeff reported on the following regional activities:

- WDB certification submission completed
- National Night Out events successfully conducted
- **Summer Youth Work Experience Program:** Currently serving 95 interns. The program will conclude with a career fair at Atlantic City Electric on August 12, 2026, featuring multiple vendors and financial literacy sessions.
- **GSETA Conference:** Scheduled for October 21-22, 2026 at the Ocean Resort in Atlantic City. Approximately 800 attendees anticipated.
- Reminder: Board members must RSVP to Debra Vaughn for the quarterly board meeting on September 16, 2026.

Workforce Development Event

Rachele Dorsey

Rachele announced a workforce development event expecting approximately 300 participants, including students from various counties and partner organizations.

Library and Community Updates

Richard Knopf

Dick reported that Gibbsboro Borough Hall is facing structural issues and is not currently prioritizing library matters.

Community Programs

Enrique Arreola

Enrique announced a back-to-school resource fair scheduled for August 20, 2026, from 4:00 PM to 7:00 PM at the Clementine Fire Hall. The event will feature a book table and passport-style raffle system for children.

Education Initiatives

Heidi Daunoras

Heidi provided updates on several initiatives:

- **NJ Department of Education Tutoring Grant:** Grant program awarded to districts for beyond-school-day support.
- **Funding Sources:** Tutoring sessions are funded through ESSER and Title I funds to support students below grade level in reading and math. This allows districts to contract with outside agencies rather than adding to general staffing needs.



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

- **Book Distribution Organizations:** Positive presence noted at recent National Night Outs from organizations including the Free Books Project and BookSmiles.
- **Pine Hill Pilot Project:** New initiative to place bookshelves in Pine Hill's community center, supplied through existing book collection efforts. Heidi's son is involved with Book Smiles for this project.

Discussion Items

- **Strategic Planning Committee Report**

Strategic Planning Subcommittee Chair Michael Willmann provided an update on the work of the Subcommittee, which includes Heidi Daunoras, Aurella Green, and Eric Naroden. Key points discussed:

- Results from four recent strategic planning meetings will be unveiled within 10 days.
- All committee members were reminded to complete the strategic planning questionnaire to help identify potential working group members.
- The committee will review all data sources to ensure accuracy and completeness.

Two-Track Approach:

- Track 1: Workforce readiness literacy
- Track 2: Broader literacy implications across the educational system, focusing on elementary school level programs and preschool demographics

Camden County Literacy Initiative

- **Directory Development:** Creating a comprehensive directory of all literacy-related institutions and initiatives in the county to present opportunities to county commissioners.
- **Glossary Creation:** Developing a glossary to help non-experts understand industry terminology and acronyms.
- **Three-Part Work Plan:**
 - a. Information gathering about the current environment
 - b. Setting up new initiatives
 - c. Developing future proposals based on committee input
- **Transportation and Access:** Concerns raised about transportation barriers preventing access to literacy programs for disadvantaged populations. Discussion included the potential for remote access using laptops and internet connectivity to overcome physical access challenges.

Workforce Literacy Foundation

The committee discussed the critical role of literacy in workforce readiness:

- Jeffrey Swartz emphasized that individuals without at least 9th grade reading and math levels face significant employment challenges.
- The committee discussed strategies to connect workforce literacy to emerging skills needed in the transitioning workforce.

Michael highlighted the potential of AI as both an obstacle and a tool for literacy advancement.

- Aurella Green will help explore literacy initiatives at Camden County College.
- The committee will develop a resource list including literacy acronyms and proven programs for distribution.

Administrative Matters

Michael clarified that the next quarterly board meeting will be held on September 16, 2026, as a Zoom meeting. He requested that Frank Ciri coordinate with Debra Vaughn to distribute event details in advance for better calendar management.



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

Action Items

Debra Vaughn

- Resend the strategic planning questionnaire to all committee members and collect completed responses.

Enrique Arreola

- Send the flyer for the Back to School Resource Fair (August 20, 2026) to Jeffrey Swartz and Debra Vaughn for promotion on social media.

Frank Ciri

- Coordinate with Debra Vaughn to distribute a digital list of upcoming events (e.g., job fairs, outreach events) ahead of meetings for easier calendar integration.

Strategic Planning Subcommittee (Heidi Daunoras, Aurella Green, Eric Naroden)

- Finalize and present the strategic planning report, including updated data, a directory of literacy initiatives, and a glossary of acronyms, ideally before the next committee meeting.

All Committee Members

- Complete and return the strategic planning questionnaire to Debra Vaughn.

The next Pathways to Literacy Committee Meeting will be held on September 1, 2026 at 9:00AM on ZOOM

The next Quarterly Board of Trustees Meeting will be held on September 16, 2026 at 9:00 AM on ZOOM

Board member RSVPs requested to address agenda items:

- Budget approval,
- Strategic Planning Committee report presentation, and other business items

Adjournment

There being no further business, the meeting was adjourned at 10:03.

Motion: Heidi Daunoras

Second: Jeffrey S. Swartz

Motion carried: Unanimously