



WORKFORCE DEVELOPMENT BOARD

Supporting the Development and Retention of a World Class Workforce

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

QUARTERLY BOARD OF TRUSTEES MEETING JUNE 18, 2024 CAMDEN COUNTY WORKFORCE DEVELOPMENT BOARD

ATTENDANCE

<i>Quarterly Board Meeting Attendance</i>	<i>Company Name</i>	<i>3/22/2023</i>	<i>6/21/2023</i>	<i>9/20/2023</i>	<i>12/13/23</i>	<i>3/20/2024</i>	<i>6/18/2024</i>
Board of Trustees							
Abusi, Patrick	Railroad Construction Co. of South Jersey	X	X	X	X	X	X
Bresch, Jim	Beach Electric/Vanult Electrical Construction Inc.		X	X	X	X	
Ciril, Frank	Camden County One-Stop Career Center		X	X	X	X	
Connors, Kristi	Department of Labor	X	X	X		X	X
Cooper-Vanderlip, Diana	e-Deuce and Associates, LLC			X	X	X	X
Davis, Rodney	Turner Construction Company				X	X	
DeBaere, Gregg	Atlantic Coast Communications NJ, Inc.		X	X	X	X	X
Deitz, Jeffery	Division of Vocational Rehabilitation		X	X		X	X
Donato, Carl (Chair)	An Affair To Remember	X	X	X	X	X	X
Doran, Ryan	IBEW Local 351					X	X
Godorov, Lori	The Work Group		X	X		X	
Green, Elizabeth	Cooper University Hospital		X	X	X		X
Hentisz, Christine	Board of Social Services	X	X	X	X	X	X
Johnson, Thomas	Independent	X		X		X	
Johnson-Williams, Melody	Camden Housing Authority	X	X	X		X	
Kalitan, Marilyn	Kalitan Consulting	X	X	X	X	X	X
Kelly, Sandra	SLK Partners						
Lex, James	Camden County Improvement Authority			X		X	X
Martinez, Rosa	WWHS/Veterans Memorial Family School		X				
Mickelson, Katie	Camden County Regional Chamber of Commerce			X	X	X	
Pichardo, Wanda	CCTS, Gloucester						X
Pugh-Bassett, Lovell	Camden County College	X					
Regensburger, Robert	Lockheed Martin	X	X	X	X	X	X
Roth-Gutman, Jill	Roth-Gutman Law, LLC					X	
Thompson, Ryan	Truist Bank	X	X	X		X	X
Verney, Matthew	Truist Bank		X				
Weil, Robert	Conner Strong & Buckelew, Inc.	X	X	X	X	X	X
Wemple, Anita	CPAC	X	X	X		X	X
Willmann, Michael	WMSH Marketing Communications	X	X	X	X	X	X
Young, Jennifer	Verizon	X	X		X		X
Quorum - 15							
CC Commissioners							
Young, Jonathan	Camden County, WDB Liason				X	X	
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CC Workforce Development Staff							
Gutbezah, Ma'ayan	WDB, Committee Coordinator				X	X	X
Henderson, Bridget	WDB, Program Evaluator	X	X	X	X	X	X
Levitt, Alex	WDB, Committee Coordinator	X	X	X			
Swartz, Jeffrey	WDB, Executive Director	X	X	X	X	X	X
Vaughn, Deb	WDB, Administrative Assistant to the Director	X	X	X	X	X	X
Williams, Leslie	WDB, Comptroller	X	X	X	X	X	X



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Committee Members, One-Stop Staff, Guest							
Banks, Evangeline	Juvenile Justice Commission	X	X	X	X	X	
Barclay, Arthur	Camden County One Stop	X					
Brooks, Darchelle	Winslow Township High School	X	X	X	X		X
Dann, Carol	Hopeworks					X	
Davis, Gerald	NJ Dept. Labor and Workforce Development				X		
Fleming, Arenda	Camden County Office of Education						X
Forman, Lois	Jewish Family & Children Services			X			
Green, Aurella	Camden County College					X	
Hanna, Kaina	Camden County College		X		X		
Hill, Dr. Lauren	Camden County College			X			
Knopf, Dick	Marketing Professional Services						
Lakshminarayan, Pavithra	NJ Dept. Labor and Workforce Development				X	X	
Leonetti, Mike	Camden County One Stop	X					
Macrina, Peter	Camden County One Stop					X	X
McCormick, Carol	Camden County College, Business Services	X	X	X	X	X	
McFarland, Salama	Camden County Board of Social Services	X	X	X	X	X	X
McKelvey, Chris	NJ Dept. Labor and Workforce Development	X	X	X	X	X	
Moore, Kara	NJ Economic Development Authority (NJEDA)						
Page-Soncrant, Jeanne	LWD, Business Services	X		X	X	X	
Palmer, Natasha	Camden County Office of Education						X
Peterson, Jyi	Camden County One-Stop	X		X			
Romolini, Eric	Camden County One-Stop Fiscal					X	
Sinclair, Nidia	Camden County Career Center, Director	X	X	X			
Venable, Margo	Camden County College				X		
Veneziani, Jennifer	NJ Division of Temp. Disability & Family Leave Insurance						
Wardlow-Hurley, Rhonda	HACC Youth Build	X	X	X	X	X	
Williams, Rev. Michael	Abundant Life Fellowship Church	X	X	X	X	X	X



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Additional Guest							
Abrams, Larry	BookSmiles, Inc.	X	X				
Bean, Sharon	Camden County Justice Systems Reform & Innovations Unit					X	
Clark, Sarah	Camden Co. Justice Systems Reform & Innovations Unit					X	
Collins, Chris (Councilman)	Anointed News Journal	X					
Daunoras, Heidi	Pine Hill School District	X	X	X			
Davis, Gerald	NJ Dept. of Labor and Workforce Development				X		
DeLaRosa-Delgado, Maria	Camden Board of Social Services	X					
Echevarria, Michell	Camden Board of Social Services						X
Goodman, Steve							
Fugee, Antoinette	Cooper University Health	X					X
Galante, Caitlin (Collins)	Wawa				X		
Janowiak, Carolyn	Camden County Board of Social Services				X		
Johnson, Niladga	Camden County Dept. of Corrections	X					
Jones Benjamin, Michaela	Camden County Board of Social Services				X		
Jones, Shakirah	Camden Co. Justice Systems Reform & Innovations Unit					X	
Jones, Solomon							X
Kerrigan, Valerie	New Jersey DVR				X		
Leary, Ashley	Restorative & Transformative Justice HUB					X	
Liles, George	iHeart Media				X		
George Liles	WDAS/iHeart Media				X		
Lord, Lisa	Camden County Technical Schools				X	X	X
Janeene Martin	Jewish Family & Children Services						
Mauro, Jennifer	Goodwill Industries, Southern NJ & Philadelphia					X	
McIntyre, Stephenie	Camden Board of Social Services			X			
Mendez, Kelly	Camden County Board of Social Services					X	X
Moen, William	Camden County College	X		X	X	X	
Muse-Taylor, Jocelyn	The Boggs Center on Dev. Disabilities, Rutgers Univ.					X	
Nicholas, Karen	Camden County College					X	
Quigley, Kimberly	St. John of God Community Services						X
Rhoton, Daniel	Hopeworks						X
Richardson, Ryan	New Jersey Department of Labor	X			X		
Robinson, Terrenny	Net America				X	X	
Rosario-Askie, Andrea	NJ Commission for the Blind	X					
Spector, David	NJ Office of Apprenticeship				X		
Tillman, Jazzohnii	DVRS				X		
Wikiera, Erik	Wawa				X		

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Success Stories							
Manning, Grace	Hopeworks				X	X	X
Gibbons, Aniyah	Truist Bank						X
Guest Speaker							
Altman, Gary	Acting Executive Director, GSETA			X			
Pfeiffer, Samantha	Executive Director, GSETA		X				
Lin, Poo	NJDOL/LWD				X		
James, Felix	Restorative & Transformative Justice HUB					X	



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WELCOME

Carl Donato, Chair, called the meeting to order at 8:55 AM, and welcomed attendees to the March Quarterly Board of Trustees Meeting. He introduced Dr. David Edwards, Executive Vice President for Academic Affairs at Camden County College for welcome remarks.

WELCOME REMARKS

Dr. David Edwards, Executive Vice President for Academic Affairs at Camden County College

- Dr. Edwards attended a summit of the NJ Council on County Colleges (NJCC), its first meeting since the pandemic, of all 18 community colleges, members of industry and workforce development. He credited Aaron Fichtner (President of the New Jersey Council of County Colleges) with improvement in terms of how well NJ's county colleges interact with industry and the state legislature. The summit ran in conjunction with the Council's new strategic plan, which involves a concerted effort to bring together workforce development, continuing education, and academics in the 18 community colleges and all of the public colleges in the State. Among the themes at the summit was Artificial Intelligence (AI).
 - In December of 2023, Dr. Edwards commented that he attended the Middle States Commission on Higher Education conference, where AI was a topic among discussions. As generative artificial intelligence programming and commercial entities, such as ChatGPT, Gemini, Perplexity, etc., have become available to the public by subscription, AI is a prevalent topic in education.
 - During the NJCC's recent summit meeting, the president (Dr. Madeline Burillo-Hopkins) of Houston County College, a system of Community College campuses in the metropolitan area of Houston, gave a presentation on AI, "Developing Community College AI Programs: Lessons from an AI Pioneer on Equity, Academics, Industry Partnerships, and Degrees." She suggested putting together a task force of people from all of the different departments (such as academics, continuing education, workforce development, HR, information technology, libraries, and digital librarians) to define how AI impacts what is done in organizations.
 - ✓ During its opening day convocation in August, Camden County College (CCC) will put together a charge for a task force to help define AI and its impact on CCC professionals and students. Union County College has already incorporated the use of AI into their instruction in a positive way.
- Dr. Edwards noted two areas of collaboration between workforce development and academics at CCC:
 - CCC has had an automotive tech program for over 30 years, which is well known not only regionally, but statewide, for producing competent maintenance technicians for combustion-based engines.
 - ✓ Dr. Edwards disclosed that \$5,000,000 is needed to build a new Electric Vehicle (EV) maintenance facility.
 - ✓ A Pathways project is underway for an EV pilot project for training and internships. Bill Moen's Workforce Development program at CCC is part of the Pathway-funded program to develop training for technicians to install and maintain charging stations nationwide for both commercial and public use.



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- The curriculum is being revised to include a significant portion of EV training for students. CCC graduates about 45 students a year in automotive technology and the demand is high for well-trained people. With the emergence of hybrid and fully electrical vehicles, the College is working to ensure offerings of both credit and noncredit opportunities to train technicians to meet the needs of the automobile industry.
- Beginning in the fall, CCC will offer a grant-funded cosmetology program at a new facility located at its Camden Campus. With enrollment in the cosmetology certification program, students can elect to earn an Associate of Applied Science Degree, where in addition to the cosmetology certification, they can receive management training. After earning their certification, 28 of their credits will be awarded toward the associate degree.

PLEDGE OF ALLEGIANCE

Carl Donato, Chair

INVOCATION

Reverend Michael Williams

ROLL CALL OF THE BOARD OF TRUSTEES

Carl Donato, Chair

BUSINESS MEETING - SUNSHINE LAW

Carl Donato, Chair, read the following:

- “In accordance with the Sunshine Law and the public’s right to know, we are required to provide adequate advance notice of our meetings. This meeting was advertised on the WDB’s website, and in the Courier Post on June 8, 2024. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action. Due to the COVID-19 restrictions, the notice of this meeting was emailed to members and previous guest attendees in advance.”

APPROVAL OF MEETING MINUTES

Carl asked for a motion to approve the minutes for the Quarterly Board Meeting held on March 20, 2024. The minutes were sent electronically to the full Board of Trustees for review. Motion was made by Bob Weil, seconded by Jennifer Young. By majority vote to the affirmative, the motion carried and the minutes for the Quarterly Board Meeting held on March 20, 2024, were approved.

NOMINATING COMMITTEE

The nominating committee met on June 14, 2024, to discuss the slate of officers to be presented to the full Board of Trustees. The nominating committee is comprised of three current trustees not wishing to serve as officers. The following list of names has been presented.

- Carl Donato for the position of Chair.
- Patrick Abusi for the position of Vice-Chair.
- Robert (Bob) Weil for the position of Treasurer.

As there were no additional nominations for Chair, Vice-Chair or Treasurer, the nominations for officers were closed. Marlyn Kalitan commented that each of the people nominated have served this organization in an exemplary fashion and offered her nomination.

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Gregg DeBaere: As stated in the bylaws of the Camden County Workforce Development Board, Article 6, Section 2. The officers shall be elected by the full Board of Trustees at its June meeting. The officers being presented by the nominating committee for installation are Carl Donato, Chair, Pat Abusi, Vice-Chair, and Bob Weil, Treasurer. As there were no nominations from the floor, Gregg asked for motion to install Carl Donato as Chair, Patrick Abusi as Vice-Chair and Bob Weil as Treasurer for the 2024 and 2025 program year (July 1, 2024, to June 30, 2025).

Motion – Bob Weil Second – Ryan Thompson

By majority vote, the motion carried, and the slate of officers was approved.

SUCCESS STORY – Aniyah Gibbons

- **Ryan Thompson, Branch Leader - Truist Bank**

Ryan reported that she and her Truist team have been working with Hopeworks over the last year, conducting mock interviews and listen and learn sessions. She stated that after conducting mock interviews, she was impressed that the Hopeworks students were ready to join the workforce. Ryan was especially impressed by Aniyah Gibbons. She added that when she conducted interviews for employment at Truist Bank, Aniyah clearly stood out among six or seven other candidates and won the position.

- **Grace Manning, Program Director - Hopeworks**

Hopeworks is a workforce development organization that works with young professionals between the ages of 17 and 26. Their mission is to provide resources, support, skills, and mentorship to create a passage from intergenerational poverty to a meaningful entrance into the workforce to starting a career of permanent employment, making a living wage with potential upward mobility.

Grace commented that Aniyah Gibbons came to Hopeworks as a young homeless person who faced many personal hurdles. However, she showed up early every day with a smile on her face, attended activities, always sought to do more, and asked how she could get involved. She stated that during her time at Hopeworks, Aniyah earned her GED, attained the skills she needed to gain employment, and outshined other candidates to be hired at Truist Bank.

- **Aniyah Gibbons**

Aniyah introduced herself as a new Truist Universal Banker. She shared that she struggled with personal family issues which led to her being homeless, living in a shelter and working jobs that did not fit her until she was introduced to Hopeworks. Once enrolled at Hopeworks, Aniyah discovered an environment where people communicate with each other, and interact like family, and a staff that goes above and beyond to welcome and assist new trainees. Aniyah was assisted with finding work and her own place to stay and learned life skills to help her set goals and meet them.

While at Hopeworks, Aniyah met Ryan Thompson of Truist Bank. After attending a session led by Ryan about budgeting, Aniyah was inspired to get her GED and set her mind on attaining the skills that she needed to gain employment at Truist Bank. When the opportunity came to apply for a position there, Aniyah prepared to have a great interview and was the only candidate to actually follow up. Shortly after her interview, Ryan hired Aniyah to work at Truist Bank and she will graduate from her training class next week.

Aniyah thanked Dan Rhoton, Grace Manning, and Becca Brown from Hopeworks, and Ryan from Truist Bank for taking her under their wing.



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Carl Donato presented Aniyah with the CCWDB's Success Story Award for determination, commitment and unrelenting pursuit of her training and career goals.

GUEST SPEAKER

Carl introduced Kristi Q. Connors, Employment Services Manager, NJDOL LWD

Kristi's career with the NJ DOL began in August 2003 as an Employment Services Trainee (an entry level position) at the Camden County One-Stop Career Center. She became Employment Services Manager in April 2017. With the cooperation of One-Stop partners, Kristi created the Customer Check-in System, which records all customers coming into the One-Stop and the services provided since 2019 (and through a pandemic). Kristi has maintained and analyzed data from the Customer Check-in System to identify trends and improve the delivery of services at the One-Stop.

Kristi shared a PowerPoint presentation of the information collected from her Customer Check-in System of customers served at the One-Stop through May of Fiscal Year 2024. The system provides real-time information that provides detailed check-in information for customers with appointments, including the customer wait-times for services for each One-Stop service providers.

ADJOURNMENT

- Carl thanked everyone in attendance and asked for a motion to adjourn the meeting. Motion was made by Diana Cooper-Vanderlip, seconded by Ryan Thompson. By majority vote to the affirmative, the motion carried, and the meeting adjourned at 10:00 AM.
- The next Quarterly Board Meeting will be held on September 18, 2024, at 9:00 AM on ZOOM.

Submitted by:
Debra Vaughn,
Administrative Assistant to the Executive Director