



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 MARCH 18, 2026 CAMDEN COUNTY WORKFORCE DEVELOPMENT BOARD ZOOM MEETING

ATTENDANCE

Quarterly Board Meeting Attendance	Company Name	12/14/22	3/22/23	6/21/23	9/20/23	12/13/23	3/20/24	6/18/24	9/18/24	12/18/24	3/18/25	6/18/25	9/17/25	12/17/25	3/18/26
Board of Trustees															
Abuzi, Patrick	Railroad Construction Co. of South Jersey	X	X	X	X	X	X	X	X		X	X	X	X	X
Brecht, Jim	Brecht Electric/Vanolt Electrical Construction Inc.			X	X	X	X		X		X		X		X
Cirilli, Frank	Camden County One-Stop Career Center	X		X	X	X	X		X	X	X		X	X	X
Connors, Kristi	NJ Department of Labor		X	X	X		X	X	X		X		X		X
Cooper-Vanderlip, Diana	e-Deuce and Associates, LLC				X	X	X	X	X		X		X		X
Davis, Rodney	Turner Construction Company					X	X		X	X			X	X	X
Deits, Jeffery	Division of Vocational Rehabilitation			X	X		X	X				X		X	X
Donato Jr., Carl (Chair)	An Affair To Remember	X	X	X	X	X	X	X	X	X	X		X	X	
Doran, Ryan	IBEW Local 351						X	X		X	X	X	X	X	X
Godoroy, Lori	The Work Group			X	X		X		X				X		X
Green, Elizabeth	Cooper University Hospital			X	X	X		X	X	X	X		X	X	
Hentz, Christine	Board of Social Services	X	X	X	X	X	X	X	X		X	X	X	X	X
Johnson, Thomas	Independent		X		X		X					X	X		
Johnson-Williams, Melody	Camden Housing Authority		X	X	X		X		X		X	X			X
Kalitan, Marilyn	Kalitan Consulting		X	X	X	X	X	X	X		X	X	X		
Kelly, Sandra	SLK Partners												X		
Lex, James	Camden County Improvement Authority				X		X	X							X
Lofton, Vance	Respond Inc.														
Martinez, Rosa	W/WSH/Veterans Memorial Family School			X					X		X		X		X
Mickelson, Katie	Camden County Regional Chamber of Commerce				X	X	X							X	
Pichardo, Wanda	CCTS, Gloucester							X	X	X		X		X	
Pugh-Bassett, Lovell	Camden County College	X	X							X			X	X	
Regensburger, Robert	Lockheed Martin	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Roth-Gutman, Jill	Roth-Gutman Law, LLC						X				X	X	X	X	X
Schiavino, Robert	Union Organization for Social Services														
Storm, Jeanne	NJ American Water										X		X		X
Thompson, Ryan	Mid Penn Bank		X	X	X		X	X	X	X	X		X		
W'ail, Robert	Conner Strong & Bucklew, Inc.	X	X	X	X	X	X	X	X	X	X	X	X	X	X
W'emple, Anita	CPAC		X	X	X		X	X	X		X			X	
W'illmann, Michael	W/MSH Marketing Communications	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Young, Jennifer	Verizon	X	X	X		X		X							
Quorum - 13															

CC Commissioners															
Young, Jonathan	Camden County, WDB Liaison					X	X							X	
Rhodes, James	Camden County								X			X			
CC Workforce Development Staff															
Richelle Hardison	WDB, Program Evaluator									X	X		X	X	X
Swartz, Jeffrey	WDB, Executive Director	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Youghn, Deb	WDB, Administrative Assistant to the Director	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Williams, Leslie	WDB, Chief Financial Officer	X	X	X	X	X	X	X	X	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	X			X	X				
Brooks, Darchelle	Winslow Township High School	X	X	X	X	X		X	X	X	X	X		X	
Buscher, Steve	NJ DOL										X				
Clark, Justin	NJ DOL											X			
Eisenmann, Kevin	Camden County One-Stop Career Center											X			
Fleming, Arenda	Camden County Office of Education							X	X						
Forman, Lois	Jewish Family & Children Services	X			X			X							X
Green, Aurella	Camden County College						X								
Guiterrez, Inocencia	Camden County One Stop Career Center														X
Jones-Benjamin, Michaela	Camden County Board of Social Services					X				X			X	X	
Knopf, Dick	Marketing Professional Services													X	
Maquies, Laurie	Camden County One-Stop Career Center														X
Mascina, Peter	Camden County One Stop						X	X	X	X	X	X		X	

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McFarland, Salama	Camden County Board of Social Services	X	X	X	X	X	X	X	X	X	X	X	X	X	X
McKelvey, Chris	NJ Dept. Labor and Workforce Development		X	X	X	X	X		X			X		X	
Panglin, Abigail	NJDOL WIOA/POD												X	X	X
Perez, Irene	NJDOL/Division of Vocational Rehabilitation Service														
Peterson, Jyi	Camden County One-Stop	X	X		X						X			X	X
Robb, Christina	Wawa														
Ramellini, Eric	Camden County One-Stop Fiscal						X			X	X			X	X
Rareda, Juliana	Truist Bank													X	
Shofer, Dorona	Camden County College								X	X					X
Sinclair, Nidia	Camden County Career Center, Director		X	X	X					X	X	X			X
Varquez, Marisol	Camden County One Stop									X				X	
Velazquez, Gil	Superior Court of NJ													X	
Wardlaw-Hurley, Rhonda	HACC Youth Build	X	X	X	X	X	X		X		X				
Abrams, Larry	BankSmile, Inc.		X	X								X		X	X
Allen, Mikala	Camden County One-Stop							X	X			X		X	
Alphonse, April	Camden County College													X	
Banner, Soloma	Center for Independent Living of New Jersey													X	
Barr, Henry	NJDOL								X					X	
Bean, Sharon	Camden County Justice System Reform & Innovations Unit						X								
Booth, Jeff	JEVS												X	X	
Casper-Williams, Dina	American Water													X	
DeSerra, Steve	Camden County Technical Schools									X	X				
Donnarar, Heidi	Pine Hill School District		X	X	X				X		X	X		X	X
Davis, Gerald	NJ Dept. of Labor and Workforce Development					X									
Davi, Rishawn	BankSmile, Inc.											X			
DeLaRosa-Delgado, Maria	Camden Board of Social Services		X											X	
DePalma, Kriston	JEVS Human Services												X	X	
Direzza, Patty	Camden County One Stop Career Center														
Darzey, Rachelle	Atlantic City Electric/Exelon Corp													X	
Draft, Dyan	Camden Board of Social Services												X	X	
Echevarria, Michelle	Camden Board of Social Services							X							
Eisenmann, Kevin	Camden County One Stop Career Center									X				X	
Floyd, Kuame	Teacher Apprenticeship Network									X					X
Fugoe, Antoinette	Casper University Health		X					X		X	X	X		X	
Fithian, Danielle	Gaithill Industries of Southern NJ and Philadelphia														
Fitzpatrick, Lindsay	Career Whisperer													X	
Haqerty, Mike	Camden County College									X		X		X	
Harris, La'Shae	Community Advocate - Camden										X				
Lard, Lisa	Camden County Technical Schools					X	X	X	X	X	X	X	X	X	X
Laumoa, Sylvia	Camden Diocese											X			
Lynn, Meghan	Arch of Camden County									X					
Macrina, Peter	Camden County One Stop Career Center											X			
Maura, Jennifer	Gaithill Industries, Southern NJ & Philadelphia						X								
McIntyre, Stephanie	Camden Board of Social Services				X				X			X			
Mendez, Kelly	Camden County Board of Social Services						X	X			X				X
Moore, William	Camden County College		X		X	X	X			X	X	X	X	X	X
Mura-Taylor, Jacelyn	The Baggett Center on Dev. Disabilities, Rutgers Univ.						X								
Nicholas, Karen	Camden County College						X		X		X				X
Nguyen, Khai	Camden County Board of Social Services											X			
Nguyen, Peter	Camden County Board of Social Services														X
Pierce-Hickard, Amy	Center for Family Services										X				
Quigley, Kimberly	St. John of God Community Services							X	X	X	X			X	
Rameshchandra, Raji	NJ Dept. of Labor and Workforce Development									X					
Randall, Angela	Surviving in Strength									X		X			X
Rhodes, Daniel	Hapowork							X							
Rohlfing, Theresa	Center for Independent Living of New Jersey													X	
Robbins, Matt	Wawa										X				
Rabinson, Terrenny	Net America						X	X		X					



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Burgar, Peter	Camden County Family Support Organization														X
De Feo, Marcella	Arc of Camden County														X
Sallinger, S.	VolunteerUp Legal Clinic													X	
Santana, Theresa	Popcorn for the People													X	
Shaffer, Deana	Camden County College									X					X
Spector, David	NJ DOL Business Representative					X									X
Storm, Joanne	NJ American Water														X
Taylor, Geoffrey	NJ Dept. of Labor and Workforce Development											X			
Truitt, Peggy	JEVS Human Services													X	
Squero, David	JEVS									X					X

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Success Stories															
Banquas, Dara	Success Story											X			
Braun, Ebony	NJ Treasury Dept										X				
Gandis, Damian	Success Story												X		
Primar, Cynthia	Director/IDEA Center for the Arts												X		
Brahl, Ken	Rovitz ShapRite													X	
Boarley, Randi	Rovitz ShapRite													X	
Ramsey, Shannon	Stop With Purpose, LLC														X
Green, Michael	Rovitz ShapRite														X

Guest Speaker		12/14/22	3/22/23	6/21/23	9/20/23	12/13/23	3/20/24	6/18/24	9/16/24	12/10/24	3/18/25	6/18/25	9/17/25	12/17/25	3/18/26
Commissioner Director Louis Cappelli Jr.	Camden County Board of Commissioners													X	
Curtis, Kristin	Walter Rand Institute - Rutgers University/Camden										X				
Richard Maher	Adaptive Human Capital, LLC														X
Williams, Rev. Michael	Abundant Life Fellowship Church	X	X	X	X	X	X	X	X	X	X	X	X	X	X

WELCOME

Pat Abusi, Vice Chair, called the meeting to order at 9:00 AM and welcomed attendees to the meeting,

ROLL CALL OF THE BOARD OF TRUSTEES

Pat Abusi, Vice Chair

A quorum was reached.

SUNSHINE LAW

Pat Abusi, Vice 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 December 4, 2025. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.”

PLEDGE OF ALLEGIANCE

Pat Abusi, Vice Chair

INVOCATION

Reverend Michael G. Williams Sr.

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APPROVAL OF MEETING MINUTES

Pat asked for a motion to approve the minutes for the quarterly board meeting held on December 17, 2025. The minutes were sent electronically to the full Board of Trustees for review. Motion was made by Michael Willmann, seconded by Ryan Doran. By majority vote to the affirmative, the motion carried and the minutes for the quarterly board meeting held on December 17, 2025, were approved.

APPROVAL OF 2025 LOCAL PLAN MODIFICATIONS

Workforce Innovation Program Approval

The board discussed and approved important updates to both the local and regional workforce development plans, ensuring alignment with current strategic priorities and regulatory requirements.

Motion: Robert Regensburger

Second: Robert Weil

Vote: Approved

SUCCESS STORY

Jyi Peterson introduced provided a brief background of Michael Green's participation in the One Stop's Youth Work Experience. Michael, a 20-year-old participant, exemplified the success of the One Stop Career Center's programs. His journey included participation in both the ABAWD and WIOA youth programs, demonstrating commitment, resilience, and accountability while achieving significant personal growth. Jyi introduced Shannon Ramsay of Step With Purpose.

- Shannon Ramsay praised Michael's performance while he worked at her day care center.
- Michael thanked Jyi Peterson and Mikala Green for their assistance he received through the One Stop and expressed gratitude for the opportunity provided, which set him on a career path in cyber security. He was very thankful for the guidance from Ms. Ramsay and Ms. Reese and pleased with the work experience he received at Step With Purpose. Michael has begun training with Networking Books and made a point of saying his instructor, Frank Limper, has been very helpful to him.

Pat Abusi presented him with the 2026 Success Story Award, signed by Carl Donato and Jeffrey Swartz.

GUEST SPEAKER

Richard Maher, President, Adaptive Human Capital, LLC

A Roadmap for Effective AI Adoption in Workforce Development

Rick Maher, an internationally recognized expert in organizational change and workforce transformation, delivered a comprehensive presentation on artificial intelligence adoption in the workforce development sector.

Current State of AI Adoption

- Most workforce development agencies remain in early experimental stages
- Recent workshop data revealed only 40% of participants actively using AI tools
- Significant gap exists between public and private sector adoption rates
- AI should be viewed as a tool to augment human capabilities, not replace them

Types of AI Explained

- **Generative AI:** Requires human guidance to perform specific tasks
- **Agentic AI:** Can complete entire tasks independently without continuous human input

AI Use Cases for Workforce Development

- Resume writing assistance



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- Interview preparation support
- Automated meeting summaries and documentation
- Enhanced productivity for staff facing burnout

Roadmap for Responsible AI Adoption

1. Build awareness and open mindsets about AI capabilities
2. Map the customer journey, including internal staff workflows
3. Identify the right problems to solve with AI tools
4. Pilot solutions in controlled environments
5. Establish guardrails and security protocols
6. Train staff on proper AI usage and best practices
7. Scale successful implementations across the organization

Rick emphasized that professional oversight is essential when using AI tools, and proper security settings must be configured to protect sensitive information.

COMMITTEE UPDATES

Literacy Committee

Michael Willmann

Michael provided an update on the Literacy Committee's strategic planning process, highlighting key statistics and acknowledging the contributions of Heidi Danouras and Aurella Green. The committee is conducting a strategic planning questionnaire that will be distributed to all board members for input. He provided a few literacy facts:

- 20% of Americans read below the level needed to earn a living wage.
- 130 million adults are unable to read a simple story to their children.
- 50% of the population reads so poorly it can't read a prescription on a prescription bottle.

The Nonprofit Development Center of Southern New Jersey literacy task force program is striving to provide used books to every first grader across the eight counties of South Jersey.

Systems Performance

Pat Abusi

Pat stated the Systems Performance Committee's role is to review fiscal reports and budgeting matters. The Workforce Development Board and the One-Stop fiscal team meet quarterly to discuss and review matters that will be brought to the full committee for action.

- The committee works closely with the One Stop fiscal staff and the Workforce Development Board Program Evaluator to ensure that all our vendors are spending down their allocations and achieving desired results. From the start of this fiscal year, special attention has been placed to ensure all encumbered funds that are set aside for each provider will be accurately spent down within the fiscal cycle.

Abilities Committee

Jeffrey Swartz

Jeffrey Swartz provided an update for Carl Donato, Abilities Committee Chair. The Abilities Committee has held a number of events, career fairs, and continues to address the needs of those individuals in our population that have



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both physical and intellectual ability challenges. The committee is working very closely with the Arc of Camden County. Carl will be attending TriState SHRM's annual conference coming up in May.

Jeff stated that under Carl's leadership, the committee works to provide information to employers to dispel the myths of hiring individuals that have both a physical and an intellectual challenge.

Youth Committee

Jill Roth-Gutman

Jill commented that the Youth Investment Committee meets bi-monthly. She noted that she likes to begin committee meetings with a quote. Last month's quote was in theme with the Olympics, "when one of us lands it, we feel like we all landed it," by Chloe Kim. She welcomed newcomers to join the committee.

- The Youth Advisory Board has set 4 meeting dates for the year, April 21st, June 16th, August 18th and October 20th at the Camden County Family Support Organization in Cherry Hill. Jill noted that the FSO was a welcoming environment and thanked Peter Burgos, FSO Youth Coordinator and Advisory Board members Gil Velasquez, Angela Randall, and Joelisa Rosado for their work to set the meeting schedule.
- Jill thanked the WDB staff for the time and effort spent growing the Summer Youth Work Experience Program.

Operations Committee

Jeffrey Swartz

The Operations Committee is really comprised of our partner agencies, with the goal of that committee of ensuring that all the agencies are informed and to ensure a better working model for our local area. The committee is very supportive of all the partners. With the retirement of Gregg DeBaere, a new committee chair is needed.

Business Services and Outreach

Jeffrey Swartz

Jeff provided an overview of the Business Services and Outreach team's role, emphasizing their critical function in:

- Connecting with employers to understand workforce needs
- Facilitating partnerships between businesses and training providers
- Supporting dislocated workers through transition services
- Dave Spector is the new business service rep for Camden County
 - When a company decides to leave the area, business service reps are notified, and they go into the company to find out the number of employees that are affected, what their plans are, and then make sure that the employees are aware of the services we can provide them at our One Stop.

The goal of the committee is to bring back information from employers as to what their hiring cycles are, and what certifications they're looking for to better prepare a pipeline of talent for employers. The committee is growing under Ryan Thompson's leadership.

One Stop Career Center Update

Frank Ciri

Frank Ciri's presentation year-to-date statistics covering enrollment numbers, program completions, and outcomes across WIOA Adult, Dislocated Worker, and Youth programs. Recent layoff notifications in the Camden County area were also reviewed to inform proactive workforce intervention strategies.

Recent layoff notifications and affected workers in the area:



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- Macy's retail, 79 employees affected statewide, 4 of them in Camden County.
- Eddie Bauer, 58 employees affected statewide, and 14 of them in Camden County

One Stop Career Center activities and client services provided year-to-date:

- 188 RTVs (Request for Training Vouchers) issued
 - Of almost 1,000 people, almost 200 of them are going to school on grants from the Workforce Development Board
- 602 GED tests have been completed
 - Camden County One Stop is one of very few One Stops in the state that provide GED testing
- CASAS (Comprehensive Adult Student Assessment Systems - math and reading)
 - 1,045 assessments have been completed year to date.
- CareerScope testing (blends interest and aptitude scoring, and applies scoring to give One Stop clients their best-fit career information)
 - 339 assessments have been completed year-to-date.
- 157 people have been placed in CWEP (Community Work Experience Program) slots
- 201 people have attended Youth Work Experience orientations
 - 14 people were recently placed put into Youth Work Experience slots

Facility Maintenance

Eric and his team are addressing a state corrective action request requiring carpet cleaning in high-traffic areas within a 60-day period. Scheduling and implementation are underway to meet this compliance requirement.

Grant Applications

The team is finalizing a DOL jobs grant application to provide career services specifically for justice-involved individuals. This grant aims to create specialized support pathways for individuals with criminal justice involvement.

Upcoming Events

Job Fair at Cherry Hill Mall on May 15th

- The One Stop, the Workforce Development Board, and various county agencies will participate

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Jeff thanked Rick Maher for his presentation and the committee members for their comments. In closing, Jeff thanked the WDB staff and asked for a moment of silence for service members courageously performing their duties around the world and asked for a prayer for their safety.

ADJOURNMENT

Pat asked for a motion to adjourn. Motion was made by Michael Willmann, seconded by Diana Cooper-Vanderlip. By majority vote to the affirmative, the motion carried, and the meeting adjourned at 10:15 AM.

The next Quarterly Board Meeting will be held on Wednesday, June 17, 2026, at 8:30 AM in person at Camden County College/Blackwood Campus, Room 102 at Roosevelt Hall.

Submitted by: Debra Vaughn, Executive Assistant