



# Camden County Workforce Development Board

*Supporting the Development and Retention of a World Class Workforce*

Gregg T. DeBaere, Chair  
Jeffrey S. Swartz, Executive Director

## QUARTERLY BOARD OF TRUSTEES MEETING MARCH 22, 2017

Quarterly Board Meeting Attendance										
		Meeting Dates								
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar		
<b>Board of Trustees</b>										
<b>DeBaere, Gregg (CHAIR)</b>	Atlantic Coast Communications	X	X		X	X		X		
Abusi, Patrick	Railroad Construction Co. of South Jersey		X	X	X	X	X			
Borden, Donald	Camden County College					X	X	X		
Brahl, Ken	Ratvitz Family Markets, ShopRite	X	X	X	X	X	X	X		
Bresch, Jim	I.B.E.W. LU 351		X	X		X	X			
Campbell, Art	Chamber of Commerce		X		X				X	
Connors, Kristi	NJ Department of Labor	X	X	X	X	X	X	X		
Cooper, Diana	CPAC		X	X		X	X	X		
Deitz, Jeffrey	Division of Vocational Rehabilitation	X			X				X	
Figuroa, Victor	Camden County Housing Authority	X		X		X			X	
Fitzgerald, Patricia	Camden County Technical Schools	X		X	X	X	X	X		
Godorov, Lori	The Work Group	X	X	X	X	X			X	
Green, Elizabeth "Beth"	Senior VP HR Cooper Hospital					X			X	
Janoff, Carla	Careers USA	X			X					
Kalitan, Marlyn	Kalitan Consulting		X	X	X	X			X	
Kiselewski, Michael	Painters Local District Council 711									
Maggio, Jim	TFG/Judge Group		X			X	X	X		
Mayfield, Kathy	Camden County One-Stop	X	X		X		X	X		
Miller, Richard	Capital One Bank					X	X			
Mitchell, Wilbert	Respond Inc.	X								
Potts, John	Graphic Communications									
Riggins, Matthew	Riggins Oil						X			
Rosenberg, Stewart	Artist Point Gift Wrap									
Schiavinato, Robert	Union Organization for Social Services			X						
Schmoll, Harry	Retired Attorney									
Shackleford, Jeremy	BB&T (formerly Susquehanna)									
Sheekey, Shawn	Camden County Board of Social Services			X			X			
Shuttleworth, Patrick	Camden County Improvement Authority	X	X	X					X	
Stettler, Mark	T&M Associates				X					
Towers, Ruthanne	Our Lady of Lourdes	X								
Verney, Matthew	TD Bank	X	X	X		X	X	X		
Volk, Ann	NJ Department of Education	X			X	X				
Wahlquist, Robert	PREIT Associates	X				X				
Weil, Robert	Conner Strong & Buckelew, Inc.	X	X	X	X	X	X	X		
Willmann, Michael	WMSH Marketing Communications	X	X	X	X		X	X		
Young, Jennifer	Verizon		X			X				
		Meeting Dates								
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar		
<b>Camden County Workforce Development Board Staff</b>										
Primas, Theo	Camden County WDB		X	X		X		X		
Stubblefield, Lelia	Camden County WDB	X	X	X	X	X	X	X		
Swartz, Jeffrey	Camden County WDB	X	X	X	X	X	X	X		
Williams, Leslie	Camden County WDB	X	X	X	X	X	X	X		
Varallo, Kathleen	Camden County WDB				X	X	X	X		
Naroden, Eric	Camden County WDB Intern					X				

		Meeting Dates							
<b>Committee Members</b>		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar	
Abrams, Barbara	Jewish Family and Children Services							X	
Allen, Wesley	ARI, Holman Automotive Group								
Arroya, Rosy	CPAC								
Banks, Evangeline	Juvenile Justice Commission	X	X	X			X		
Barclay , Arthur	Camden County One Stop Resource Center					X	X		
Beach, Patti	Camden County One-Stop	X	X	X		X		X	
Biondi, John	I.B.E.W. LU 351 JATC								
Bryant, Janice	Camden County One-Stop				X	X			
Carroll, Catherine	Department of Labor		X	X		X	X		
Cipolla, Joe	JEVS						X		
Clark, Jeffrey	Division of Vocational Rehabilitation			X					
Colestock, Shannon	CPAC								
Cope, Heather	Camden City School District								
Dann, Carol	Camden County College					X		X	
Davis, Anthony	Mental Services of Southwestern New Jersey								
Davis, Keith	Camden Dream Center Technical Training School								
DiRenzo, Patti	Camden County One-Stop				X		X	X	
Festenstine, Teresa	Board of Social Services	X	X	X	X	X	X		
Filipek, Frank	Camden County One-Stop	X	X		X				
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services					X			
Friedman, Joshua	Camden County One Stop Resource Center					X	X	X	
Gismonde, Bernadette	Camden County College								
Goodman, Dave	HACC Youth Build			X					
Greffrey, Taylor	Camden County One-Stop - Veteran		X	X	X				
Hicks, Rosemari	Service Master	X							
Hudson, Ezra	Student, Camden County College	X							
Justice, Tanya	Youth Advocate Program	X							
Kelly, Siobhan	Camden County Technical Schools	X	X	X	X		X		
Knoff, Dick	Marketing Professional			X			X		
Kopala, Damon	Edmund Optics								
Leonetti, Mike	Camden County One-Stop	X	X	X	X	X	X	X	
		Meeting Dates							
<b>Committee Members</b>		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar	
Lim, Daniel	NJ County Collegiate Consortium								
Lombardo, Rick	Target Stores								
Lope, Krista	DVRS					X		X	
Lucas, Angela	Jewish Employment and Vocational Services					X			
Mayor Thomas Weaver	Clemontton				X	X			
McCormick, Carol	Camden County College	X	X	X		X	X	X	
McKee, David	Camden County One-Stop								
McKinney, Denise	Respond Inc.	X		X			X	X	
Meade, Marie	Camden County One-Stop	X	X	X			X		
Mombo, Mein	Division of Children and Family Services								
Monturano, Melanie	Camden County College	X							
Newman, Jason	DOL		X	X	X				
O'Brien, Jason	Freedom Mortgage					X			
Pape, Barbara	Camden County One-Stop								
Perez, Irene	Division of Vocational Rehabilitation								
Peterson , Netesha	Freedom Mortgage					X			
Peterson , Jyi	Camden County Resource Center					X			
Pollard, Sheila	Camden County Division of Vocational Rehabilitation								
Pranzatelli, Joe	Camden County College	X							
Pryor Regina	LWD-DOL						X		
Radvany, John	NJ County Collegiate Consortium								
Rhock, Kimberly	Youth Advocate Program		X		X				
Rhoton, Daniel	Hopeworks		X				X		
Rodgers, Danielle	Camden County One-Stop								
Rojas, Lillian	Camden County Board of Social Services		X		X	X		X	
Sinclair, Nidia	Camden County One-Stop		X	X		X			
Sinicki, Stanley	NJ Department of Labor		X	X	X	X	X	X	
Spagnolia, Ann	Camden County College	X							
Vasquez, Marisol	Camden County One-Stop	X			X				
Villa, Deja	Student, Camden County Technical School	X							
Waller, Darchelle	Winslow Township High School	X		X			X	X	
Walz, Julie	ARC of Camden County								
Wardlow-Hurley, Rhonda	HACC Youth Build		X	X		X	X	X	
Waters, Brett	Camden County One-Stop	X				X			
Wilson, Janea	NJDOL						X	X	

Guest:		Meeting Dates						
		30-Sep	16-Dec	23-Mar	22-Jun	28-Sep	21-Dec	22-Mar
Allen, Heather	Health Care Talent Network				X	X		X
Arnold, Cheryl	Allaris Health (Success Story Recipient)			X				
Ayscue, Brian	Camden County One Stop Resource Center						X	X
Beckett, Hillary	Aide for Assemblyman Troy Singleton			X				
Bennett, Javier	High School Student							X
Bowman, Cynthia	Ratvitz Family Markets, ShopRite			X				
Breston, Kim	KRA Corporation	X						
Cassidy, Kathy	Camden County Technical School						X	
Charles, Nigel	KRA Corporation	X						
Crone, Darrell	Camden County Board of Social Services		X					
Delgado, Janet	CCDS		X					
Delgado, Miguel	Medford Care Ceter (Success Story Recipient)		X					
Divens, Gary	Camden County College							X
DiVietro, Michael	Land Dimensions							X
Docherty, Joan	CCBSS Intake Barriers				X			
Eisenmann, Kevin	Camden County One-Stop							X
Felch, Lisa	CCBSS							X
Friedner, Debbie	Camden County One Stop Resource Center				X		X	
Forman, Stacy	RHT Talent Network							X
Gatling, Kerri	NJ Dept. of Labor							X
Giella, Nick	Philadelphia 76ers					X		
Gorenberg, David	Riverside, LLC (Success Story Recipient)						X	
Gulla, Justin	Shoprite		X					
Gutierrez, Inocencia	Camden County One-Stop						X	
Hamilton, Margaret	Camden County College	X						
Hanna, Kaina	Camden County College					X		X
Harris, Bob	CCIA			X				
Hentisz, Christine	CCBSS			X				
Hurley, Sydney	HACC Youth Build						X	
Hutchison, Sheryl	SETC						X	
Jackson, Allison	Educational Information & Resource Center						X	
Jeannett, Nancy	Camden County Freeholder Aid						X	
Kennedy, Jim	Kennedy & Associates LLC							
King, Kathy	CPAC				X			
Kinzy, Joann	Camden County College	X		X		X		X
Knight, Antonette	Serenity Hospice & Virtua Homecare (Success Story Recipient)							X
Knight, Shaquan								X
Knight, Stony								X
Kolanko, Kimberly	Shoprite			X				
LaBant, Alex	LAEDA							X
Levitt, Jill	DOLWD		X			X	X	
Lew, Kirk	Department of Labor							
Lex, Jim	Camden County Improvement Authority							
Maguire, Laurie	Camden County Resource Center		X		X			X
McKelvey, Chris	LWD		X	X		X	X	
McKnight, Gwen	Camden County One-Stop Resources				X			
Nicolasa Medina	CCBSS							X
Miller, Howard	NJLWD					X		
Moran, Patricia	LWD				X			
Paris, Elizabeth	Freedom Mortgage (Success Story Recipient)					X		
Rhodes, Jim	Camden County Deputy Administrator			X		X		X
Rozher, Guy								X
Schearer, Chloe	KRA (Success Story Recipient)	X						
Shanker, Jamie	LAEDA							X
Singleton, Assemblyman Troy	New Jersey 7th Legislative District			X				
Sinkoff, Irv	Camden County College							X
Smith, Jackie						X		
Starghill, Catherine	DOLWD		X					X
Spinelli, Allison	Cumberland,Salem, Cape May WDB						X	
Sutherland, Debbie	Camden County One-Stop	X			X			
Tenuto, Jackie	Camden County College							X
Thiel, Suzanne	Shoprite (Ravitz)			X				
Tilelli, Nancy	Success Story Recipient				X			
Venable, Margo	Camden County College		X			X	X	
Wallace, Jaelyn	Camden County College					X	X	X
Williams, Rev. Michael	Abundant Life Fellowship Church		X	X		X		
Young, Jonathan	Camden County Board of Chosen Freeholders		X			X	X	

## CALL TO ORDER:

Chair Gregg DeBaere called the meeting to order at 9:20AM.

## WELCOME

WDB Chair Gregg DeBaere welcomed Board members and guests and thanked them for attending the Quarterly Board Meeting. He asked attendees to introduce themselves. He thanked Donald Borden, President, Camden County College, for hosting the meeting.

## INVOCATION

Rev. Michael G. Williams Sr. from Abundant Life Fellowship Church delivered the invocation. WDB Chair, thanked Rev. Williams for giving the invocation.

Donald Borden welcomed attendees to Camden County College and to the meeting. He expressed the shared vision of the College as truly aligned with the work of the Camden County Workforce Development Board. He noted that the members of staff in attendance showed the commitment of the College to enhancing workforce development in the county. The college was well represented at this meeting with many staff members who are dedicated to creating the curriculum piece that supports workforce training initiatives and enhancing people's lives.

He reflected on a site visit to Holtec International, currently working with the college on a welding training program. He emphasized the college's overall philosophy is not so much about offering programs, its more about finding out the needs of workforce employers and matching programs to those needs. This creates real career opportunities moving forward. He said the College is forming partnerships with area employers through its Advanced Manufacturing Talent Development Center that will be discussed by Catherine Starghill.

He introduced Irv Sincoff, Apprenticeship Business Outreach Specialist, who was attending the meeting on his first day in this college position. He invited attendees to visit the college website for more information about programs. <http://www.camdencc.edu>.

## BUSINESS MEETING

### SUNSHINE LAW

Vice Chair Weil asked Matthew Verney, Executive Committee Member to grant approval of the December 21, 2016, meeting minutes and read the Sunshine Law.

As required by law, he read aloud the Sunshine Law, which states, 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 March 13, 2017. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

## APPROVAL OF DECEMBER 21ST, 2016 MEETING MINUTES

The minutes from the last quarterly meeting of December 21st. 2016, were sent electronically to the full Board of Trustees for review. Matt Verney requested a Motion to approve the meeting minutes of December 21st, 2016. The Motion was approved by Ken Brahl and seconded by Jim Maggio. By majority vote of the affirmative, the motion was carried and the minutes were approved.

## ONE STOP OPERATOR REPORTS – KATHLEEN S. MAYFIELD

Kathleen S. Mayfield reviewed performance results. A packet was presented to attendees that included performance reports, narrative and data keeping performance charts. The color coded charts are prepared by the Management System Information Unit. The color green on the charts denotes meeting or exceeding WIA performance standards. Kathy said it will take a full measure before the WIA standards are completely transitioned to the new WIOA performance standards by program year 2018. It will take that long to gather the data for the new definition. The WIOA performance calls for three quarters of tracking a customer, following educational or job placement achievement before being able to claim credit for entered employment. The retention performance marker is now extended to a year following job placement. The new WIOA standards also call for very strong credential requirements. In the past, we've been able to count "Certificates of Completion" from minor training schools that may not result in real job readiness for customers. The State has developed an Industry Recognized Credential List.

As of February 8<sup>th</sup>, 2017 reports show Camden County exceeded three and met three of Adult and Dislocated Worker targets. The other four standards were met including Adults Entering Employment, Adult Retention, Dislocated Worker Retention and Disabled Workers Entered Employment. Performance measures were met in Youth areas including Youth Attaining Degree and Youth Placement. Youth Literacy were met at 90.5%. We are encouraged that these numbers will change due to the voucher system we have created for the Camden Corps plus cohorts.

Kathy said that Ida Stewart has replaced Mary Wielder as the Contracts Writer. Contracts are coming in slowly. She reported that the TANF numbers were down 24-28%. Of those customers that are coming in, they have multiple barriers to employment. Janea Wilson is working with Camden and Gloucester Counties as the Business Service Representative.

#### Youth One-Stop (YOS) Update

Enrollments recorded on the Monthly Youth Report include only those in valid countable activities. Kathy said that the Youth One-Stop continues make efforts to find work experience programs for youth and connect with high school dropouts. Linkages have been established to ensure that dropout youth served through the Adult Basic Skills Consortium and WorkFirst providers will be included in the Youth performance measures.

Kathy reported that all eligibility requirements are being met. Proper coding of enrollments have been verified with the MIS Data system. Local WIOA funds will be used to pay for the HSCT. The One-Stop is doing this testing therefore these youth can be counted in the One-Stop system. The highlight is that there are 31 fully executed enrollments.

PY 16 WorkFirst New Jersey Contracts were effective October 1, 2016. Enrollments were off to a very slow start due to the lack of eligible, appropriate referrals from the CCBSS. She said PY Youth Contracts officially started September 1<sup>st</sup>. There were many contract issues that delayed the actual start of programs. One of the new Providers cancelled their contract.

#### LITERACY NEEDS ASSESSMENT (LNA) UPDATE– Ken Brahl, Chair, Literacy Committee

Ken presented and reviewed the completed version of the Literacy Needs Assessment, with attendees. Ken said, Carol Dann, Director, Camden County College, Adult Basic Skills, who leads Consortium for Literacy Services, wanted a current assessment that could be used for certain grants. Ken said that once the research began, the committee realized it was not a Camden City concern, it was a concern throughout the County. English, as a Second Language (ESL), was a large contributing factor in the County. Needs in the county were scored on four key indicators. These indicators are High School graduation rates, percentages of households speaking languages other than English at home, poverty rates and percentage of residents without a High School Diploma or GED. The assessment assigns points, using census data, for every indicator as it relates to each municipality. This is based on the state average of 88%. The sum of those scores indicates when a community is falling below the state average and which communities would be considered "Bordering" or

“Notable.” Ken said the maps shown in the LNA are a visual summary of the notable areas where assistance may be needed.

Ken said that County Freeholder Jonathan Young has offered his support and assistance with presenting this finalized assessment to local elected officials in hopes that the Camden County Workforce Development Board can work with them to create Literacy Programs that better serve their communities. Ken thanked members of the Literacy Committee who met regularly to guide the process of putting together the LNA. Ken opened the floor for questions about the plan. Having no questions, Ken said the LNA is now published on our website and will be utilized by the committee for community outreach. <http://ccwib.com/literacynneedsassessment.html>

*This concluded the Business portion of the meeting.*

#### INTRODUCTION OF THE ONE-STOP SUCCESS STORY-JEFFREY S. SWARTZ

Jeffrey Swartz, WDB Executive Director, introduced Patty Beach, One-Stop, Learning Link Counselor. Patty introduced Antionette Knight and commended her for her dedication and perseverance to reach her goals.

Antionette Knight, a 38 year old single mother of 4 boys, worked for 16 years as a certified home health aide. She lost her job due to a reduction in business.

Antionette came to the CCRC in May 2015 interested in pursuing her HS diploma and then occupational training. She started the Workforce Learning Link 6/8/15 with her teacher, Patricia Beach. Within less than a month and a half Antionette retook the TABE test and showed tremendous progress. At this time, we provided her with a voucher to schedule dates for the HS equivalency exam. Antionette passed her exam December 3, 2015. While in the WFLL Antionette overcame personal hardships, and did not let the situations interfere with her goals.

Antionette's next step was to meet with her career counselor, Kevin Eisenmann. Kevin guided Antionette in her preparations for attending Brooks Alternative Technical School, obtaining training as a Patient Care Tech III. She started training on 2/17/16 receiving her Occupational Skills License 6/29/16. Antionette started working December 15, 2016 at Serenity Hospice, as a Patient Care Tech. She also recently started working for Virtua Homecare Givers.

The success Ms. Knight has had with the full spectrum of services available at the One Stop – from the Workforce Learning Link's bolstering her basic skills and assistance in obtaining her high school equivalency, then through the counseling unit for training – makes her, in addition to the staff and facilities of the One Stop, a great success!

#### LWD UPDATE AND THE TALENT DEVELOPMENT NETWORKS

Gregg introduced Catherine Starghill to speak about the New Jersey Talent Development Networks.

Catherine Starghill is the Deputy Commissioner at the New Jersey Department of Labor and Workforce Development (October 2016)

As Deputy Commissioner, She oversee many department programs including the Office of Research and Information, Income Security, Labor Standards and Safety Enforcement, as well as the Talent Networks Initiative.

Formally serving as the Executive Director of the Workforce Operations & Business Services division of the New Jersey Department of Labor & Workforce Development.

Catherine began her career with the State of New Jersey in March of 2003 as Legal Counsel for the New Jersey Privacy Study Commission.

Now she is responsible for the operation of 23 One-Stop Career Centers employing over 600 individuals across the state.

Catherine holds a law degree, a Master's Degree in accounting and a Bachelor's Degree in business administration.

Catherine has established strategic partnerships with governmental, educational non-profit and for profit organizations for workforce development innovation and results derived outcomes for job seekers and employers throughout the state.

Gregg said that Catherine has been a tremendous ally for Camden County Workforce Development at the state level.

Catherine commented that Antionette's story is the reason we are all here and why this is the area of state government that she wants to keep her focus on. She said that while she has worked in other areas, this is the area where we actually touch people's lives and make them better. Antionette's story is a shining example of how the workforce system can work to improve lives and provide sustainable careers. She said that Camden County is one of the local areas that works together with the State which is not always easy. You partner with related organizations and engage workforce development in your county. This does not happen everywhere. She recently moved and chose Camden County as the place she is proud to establish residency.

Catherine began with a brief overview of how the Talent Development Networks got started. She also complimented Camden County for how well they work together and are a model for other workforce systems around the state.

Catherine said Acting Commissioner Aaron Fichtner is a great believer in team work. He wanted to improve services in the areas of performance accountability, customer service with a focus on income security. This being improvements in unemployment insurance, disability insurance and family leave insurance. These are just three priorities that relate to providing better service to our customers. Aaron established teams and focus groups to meet and work on these priorities. He wanted to usher in an era where all the local areas are doing what is being done in Camden County, To be aligned with all the partners, and state staff to really effect lives like Antionette.

In addition, this teamwork system has been working out a plan for the Talent Development Networks. The State of New Jersey is the first in the country to establish this initiative. She said other states are beginning to contact her for more information on how to start this kind of initiative.

**Talent Networks** are focused on the state's key industries: Advanced Manufacturing, Financial Services, Health Care, Life Sciences, Retail, Hospitality & Tourism, Technology, and Transportation, Logistics & Distribution. These networks of industry experts, led by colleges, universities, and business organizations, have partnered with employers, educational institutions, and workforce organizations while providing assistance to students and jobseekers. These are the industry sectors that make up about three fourths of our economy. Catherine was proud to announce adding additional resources in order to develop two more talent networks.

The networks are entirely focused on the employer by hosting Targeted Industry Partnership events called TIPS. These events are focused on getting employers together to talk about their industry, what are the needs, what are the challenges and what they see are the opportunities. The goal is to stop training and guessing the results. We want to create training that provides the skills that the employer really needs. The Talent Networks will be creating 17 pilot programs that will be instituted to provide career pathways. These pilot

programs will be evaluated and those that create the best results will be institutionalized to be offered across the state.

Additionally we have added three Talent Development Centers around the state and we look at them at centers for excellence. There is one for Healthcare, one for Advanced Manufacturing that is hosted right here at Camden County College and one for Transportation, Distribution and Logistics which is being hosted by Union County College and NJIT as a partnership. Nine hundred thousand dollars is being spent for each of those centers to build capacity. This will fill a need for more instructors in those industries that are most prominent in our state's economy. We are also building curriculum with direct input from employers. The goal is to make this curriculum consistent. A job seeker should not be turned away from a career opportunity because the certification he or she received from one college does not meet the industry recognized credential standards. The standards should be the same across the state. We look to the Talent Development Centers to rally the training providers together to make curriculum consistent. So now we are adding more funds to provide training for dislocated workers and incumbent workers to receive training from the centers. We have also added funds in year two for displaced workers and disadvantaged workers. We are trying to make the career training system fair for everyone and most effective for everyone. We want to make sure that everyone gets quality occupational training and receives an industry valued credential. We are focusing on Career pathways, consistent training and pilot ideas that we may be able to institutionalize.

Catherine once again commended the local Camden area for working hard and working together to get it right.

The Talent Networks are focused on the following key efforts.

Developing industry intelligence. Effective workforce and education programs require accurate and timely understanding of employer needs. The Talent Networks, working closely with labor market analysts from the New Jersey Department of Labor and Workforce Development, are a crucial source of information on the workforce needs of their specific industry. Each Talent Network hosts an Industry Summit to gather intelligence and inform key workforce stakeholders of essential employer needs and will produce an annual Industry Workforce Report. Additionally, Talent Networks engage employers and industry associations to contribute to the development of an industry-valued credential and degree list.

Developing high-quality, employer-driven partnerships, Talent Networks work closely with employers, Workforce Development Boards, educational institutions, and other stakeholders to develop high-quality, employer-driven partnerships known as Targeted Industry Partnerships (TIPs) across the state. Each Talent Network focuses their efforts on areas of the state that have a concentration of employers in their specific industry.

To build these partnerships, the Talent Networks:

- Work with employers to identify common skill gaps and workforce needs and identify the skills, abilities, and credentials that are in demand.
- Facilitate the development of a workforce plan for each TIP to respond to identified workforce needs and opportunities.
- Create a strategy for building and sustaining the partnership through commitments from employers, Workforce Development Boards, educational institutions, and other key stakeholders.

The Talent Networks focus on creating TIPs throughout the state, with the Technology Talent Network working closely with all Talent Networks to support TIP development.

Catherine introduced Stacy Foreman, Director, Retail, Hospitality & Tourism Network (RHT) South to speak about a program being developed for out-of-school Youth in Camden County.



Stacy thanked the Camden County Workforce Development Board for inviting her to speak and also for their support of the RHT South.

Stacy presented a power point presentation about a project for out-of-school Youth the RHT South is coordinating with Camden County College and Ravitz Family Markets. She began with labor market data about the grocery sector labor market. She said the grocery labor pool anticipates a workforce shortage over the next two years as many workers edge toward retirement. Many markets are engaged in management succession planning to ensure there are qualified workers with industry knowledge, certifications and competencies to advance into these positions. In doing so, a gap existed with few entry level to mid-level workers to fill these positions and moreover with the desire and commitment to turn a job into a career. It is the intention of this partnership to build a Ravitz Family Market program that fills this gap. Bringing in out-of-school Youth and having them complete training that will result in on-the-job experience and future placement within the Ravitz Family Market workplace. Participants will have opportunities for incumbent worker training, career advancements and registered apprenticeships.

In partnership with Ravitz Family Markets, Camden County College, plans to offer a sixteen (16) week program that prepares out-of-school Youth for employment in the retail, grocery sector. The program is aligned with WIOA program regulations with three hundred and fifty (350) hours or Seventy (70) days of classroom related instruction followed by internship resulting in four (4) industry related credentials and employment or post-secondary education and possible enrollment in a registered apprenticeship.

In building this program, we met with Ken Brahl, Director of Labor Relations, Ravitz Family Markets, and Camden County College on several occasions. We identified the industry's recognized competencies, workplace competencies academic and professional skills and credentials that would be recognized and honored by this industry. When we talk about industry related skills, we are talking about super market competencies for this area. We are talking about super market fundamentals, food safety, customer service, points of sale systems, following recipes, cash handling and inventory management. When we say workplace competencies, the WIOA translation is really work readiness. Within that work readiness are the academic competencies of reading, writing and math and with every out-of-school Youth program of course we will include the focus on getting a high school equivalency. Professional skills were identified as communications, critical thinking, having integrity and taking initiative. The industry valued credentials that these young adults will have an opportunity to earn are OSHA, CP, AED, Customer Service, Sales, Forklift and Food Safety certification. All of these will provide them with a competitive advantage over any other job candidate coming in for employment in the super market, grocery store industry. The outcomes we are looking for are full time employment, post-secondary education enrollments or enrollments in a registered apprenticeship program which we are in the process of creating.

The program's design recommendations are up to Camden County College and Ravitz Family Markets as to which pieces of the program are critical to development in this industry. We will be providing a recruitment, eligibility orientation. What's critical about the program orientation is Ravitz Family Markets will participate in that and they will select the candidates that are going into the training. The participants will get their work readiness first, then their career development and then they will receive their certification training. They will have a week of transitioning to work. They will be interviewed again by Ravitz and then will get assistance from the One-Stop in resume writing and preparation for their internship. The internship will be four weeks long. It will be in a variety of supermarket departments so they can get a feel for the different opportunities that are available to them. We will tend to focus on those opportunities that Ravitz has identified as a workforce shortage or has a high turnover rate so that we are filling an industry recognized need. At the end of the internship it is our hope that Ravitz will hire the youth or they will be assisted to go on to other grocers in the local area or to a registered apprenticeship. We are in the process of consideration and establishment of a registered meat cutter's apprenticeship. This type of apprenticeship represents a career path that will provide full time employment at a \$40-50,000 dollar salary range with a demand growth rate of 5-8% over the next 5-8 years. The Other grocery market related departments under consideration for a registered apprenticeship are

bakery and registered stock clerk. Both of these have great career pathways with forecasted demand growth rates. Overall there are tremendous growth opportunities within this market sector with the expansion of super stores and market cafes and online grocery sales. This program may become a great model that can be replicated around the state as this market sector continues to grow.

Stacy ended her presentation with a video that Ravitz Family Markets created in an ongoing effort to find qualified job-seekers. The video highlights the Ravitz philosophy as well as benefits and job advancement opportunities. Stacy complimented Ken's dedication and perseverance to helping to create this out-of-school Youth program for young adults. She thanked Ken and the Camden County College for placing their confidence in the Talent Development Network to pursue these types of initiatives.

Gregg thanked Stacy for her presentation. He said he noticed a common thread running through the presentation which is the importance of employer engagement. This idea was included with the WDB's 21 strategies in its local plan development. Gregg said getting employers engaged is one of our most challenging goals. He thanked employers that are serving the WDB for their level of commitment and encouraged them to get more involved in training development and these types of initiatives. Gregg ended the meeting with the following comment;

*“We receive strength from working with others”*

#### ADJOURNMENT

A Motion to adjourn the meeting was made by Ken Brahl; Victor Figueroa seconded the Motion. Motion carried. The meeting was adjourned at 10:55A.M.

#### MISSION STATEMENT

*To create the BEST customer driven delivery system for employment, training and education-related programs and services by providing strategic management, planning, implementation and evaluation in order to enhance the regions long term economic success for all citizens and organizations.*

- *To provide leadership in all workforce issues.*
- *To provide a holistic delivery of services.*
- *To continually improve the quality of services for all customers.*
- *To empower customers to make informed choices and take control of their careers.*
- *To provide and guarantee universal access to employment opportunities.*
- *To provide quality workers for all of the regions employers.*
- *To create partnerships and collaboration in the government, private and non-profit stakeholders.*

Submitted by,

*Kathleen Varallo*

Administrative Assistant