



**WORKFORCE DEVELOPMENT BOARD**

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

Robert Weil, Chair  
 Jeffrey S. Swartz, Executive Director

**QUARTERLY BOARD OF TRUSTEES MEETING MINUTES, MARCH 28<sup>TH</sup>, 2018  
 HOLIDAY INN, CHERRY HILL, NJ**

ATTENDANCE

<b>Board of Trustees</b>		22-Mar-17	28-Jun-17	27-Sep-17	20-Dec-17	28-Mar-18
<b>Weil, Robert (CHAIR)</b>	Conner Strong & Buckelew, Inc.	X	X	X	X	X
Abusi, Patrick	Railroad Construction Co. of South Jersey		X		X	
Arthur, Debra	Camden County Regional Chamber Of Commerce				X	X
Borden, Donald	Camden County College	X			X	
Brahl, Ken	Ratvitz Family Markets, ShopRite	X	X	X	X	X
Bresch, Jim	I.B.E.W. LU 351			X	X	
Campbell, Art	Chamber of Commerce	X		X		
Connors, Kristi	NJ Department of Labor	X	X	X	X	X
Cooper-Vanderlip, Diana	CPAC	X	X	X	X	X
DeBaere, Gregg	Atlantic Coast Communications	X	X	X	X	X
Deitz, Jeffrey	Division of Vocational Rehabilitation	X	X	X		X
Donato, Carl	Wawa Inc.		X			X
Figueroa, Victor	Camden County Housing Authority	X	X			X
Fitzgerald, Patricia	Camden County Technical Schools	X		X	X	X
Friedman, Joshua	Director, Operator One-Stop Career Center				X	X
Godorov, Lori	The Work Group	X	X			X
Green, Elizabeth "Beth"	Senior VP HR Cooper Hospital	X				X
Janoff, Carla	Careers USA		X			
Kalitan, Marlyn	Kalitan Consulting	X		X	X	X
Kelly, Sandra	SLK Partners				X	X
Kiselewski, Michael	Painters Local District Council 711					
Maggio, Jim	TFG/Judge Group	X	X	X	X	X
Miller, Richard	Capital One Bank					
Mitchell, Wilbert	Respond Inc.					
Potts, John	Graphic Communications					
Riggins, Matthew	Riggins Oil			X		
Rosenberg, Stewart	Artist Point Gift Wrap					
Schiavinato, Robert	Union Organization for Social Services			X		
Shackleford, Jeremy	BB&T (formerly Susquehanna)					
Shuttleworth, Patrick	Camden County Improvement Authority	X	X			X
Stettler, Mark	T&M Associates				X	
Verney, Matthew	TD Bank	X	X			X
Volk, Ann	NJ Department of Education			X	X	
Willmann, Michael	WMSH Marketing Communications	X	X	X	X	
Young, Jennifer	Verizon		X	X	X	
<b>Camden County Workforce Development Board Staff</b>		22-Mar	28-Jun	27-Sep	20-Dec	28-Mar-18
Levitt, Alex	WDB, Administrative Assistant	X		X	X	X
Primas, Theo	WDB, Program Evaluator	X	X	X	X	X
Swartz, Jeffrey	WDB, Executive Director	X	X	X	X	X
Varallo, Kathleen	WDB, Administrative Assistant to the Director	X	X	X	X	X
Williams, Leslie	WDB, Comptroller	X	X	X	X	X

<b>Committee Members</b>		22-Mar	28-Jun	27-Sep	20-Dec	28-Mar-18
Abrams, Barbara	Jewish Family and Children Services	X			X	
Arroya, Rosy	CPAC				X	
Banks, Evangeline	Juvenile Justice Commission					
Bryant, Janice	Camden County One-Stop		X			
Cipolla, Joe	JEVS					
Clark, Jeffrey	Division of Vocational Rehabilitation				X	
Davis, Keith Pastor	Camden Dream Center Technical Training School				X	
DiRenzo, Patti	Camden County One-Stop	X	X			
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services				X	X
Friedman, Joshua	Camden County One Stop Resource Center	X	X	X		
Goodman, Dave	HACC Youth Build					
Greffrey, Taylor	Camden County One-Stop -Veteran		X			
Kelly, Siobhan	Camden County Technical Schools		X			
Knoff, Dick	Marketing Professional					
Leonetti, Mike	Camden County One-Stop, Job Developer	X	X		X	
Lombardo, Rick	Target Stores					
Lope, Krista	DVRS	X	X			X
Lucas, Angela	Jewish Employment and Vocational Services					
Maguire, Laurie	Camden County One-Stop, MIS Manager	X	X	X	X	
Mayor Thomas Weaver	Clemonton					
McCormick, Carol	Camden County College, Business Services	X	X	X	X	X
McKinney, Denise	Respond Inc.	X		X	X	
Meade, Marie	Camden County One-Stop		X			
Nicolasa, Medina	Deputy Director, Board of Social Services	X	X	X	X	X
Newman, Jason	NJDOL, Veteran Services		X		X	X
Page-Soncrant, Jeanne	LWD, Business Services				X	X
Pape, Barbara	Camden County One-Stop, Fiscal Manager		X			
Peterson , Jyi	Camden County One-Stop, Youth Counselor		X		X	
Rhoton, Daniel	Director, Hopeworks		X			X
Rodgers, Danielle	Camden County One-Stop			X	X	X
Rojas, Lillian	Camden County Board of Social Services	X	X	X	X	X
Sinclair, Nidia	Director, Camden County Career Center		X		X	
Spagnolia, Ann	Camden County College					
Taylor , Geoffry	Camden County One-Stop, Veteran Services		X			
Vasquez, Marisol	Camden County One-Stop, Youth Counselor		X			
Waller, Darchelle	Winslow Township High School	X		X	X	
Wardlow-Hurley, Rhonda	HACC Youth Build	X		X	X	X
Wilson, Janea	NJDOL, Business Services	X		X		

<b>Guest:</b>		22-Mar	28-Jun	27-Sep	20-Dec	28-Mar-18
Allen, Heather	Health Care Talent Network	X				
Allen, Mikala	Camden County One-Stop Career Center					X
Ayscue, Brian	Camden County One Stop Career Center	X	X	X		X
Bezich, Lou	Cooper Health		X			
Biondi, Ann	Camden County		X			
Candelaria, Heather	NJCBI				X	
Cass, Holly	County Administration		X			
Cassidy, Kathy	Camden County Technical School					X
Covington-Hoess, Christine	CFS					X
Curry, William	Camden County One-Stop, EO Officer					X
Davis, Sunday	Camden County Career Center			X		X
Demo-Janowiak, Carolyn	Camden County Board of Social Services			X		
Dennis, Deborah	Camden County One Stop Career Center		X			
Dombrowski, Joseph	LWD					X
Donnelly, Besty	Wawa Inc.		X			
Eisenmann, Kevin	Camden County One Stop					X
Filipek, Frank	Camden County, Director of Outreach		X		X	
Forman, Stacy	Director, RHT South Talent Network	X				
Gatling, Kerri	NJ Dept. of Labor	X				
Gilani, Raza	America Works of New Jersey, Inc.				X	
Goodman, Steve	Volunteers of America		X			
Gorrell, Ella	DOL-Camden One-Stop				X	
Haynes, Lauren	Retail Hospitality and Tourism Talent Network		X			
Hentisz, Christine	Director, Board of Social Services				X	
Hill, Lauren	Camden County Career Center, Youth Manager					X
Jeannette, Nancy	Camden County Freeholder Aid		X	X	X	
Jenkins, Sandra	DOLWD		X			
Kinzy, Joann	Camden County College	X		X		

Guest:		22-Mar	28-Jun	27-Sep	20-Dec	28-Mar-18
LaBant, Alex	LAEDA	X				
Levitt, Jill	DOLWD					X
Martinez, Marilyn, Dr.	Camden County College, Interim Dean			X	X	
McGowan, Patricia	Department of Labor			X		
McGraw, Terry	Public Safety		X			
McKelvey, Chris	LWD			X		X
Miles, Barbara	DOL, Employment Services				X	X
Miller, Howard	NJLWD		X			
Minster, Sr. Donna	Camden County Dept.of Children Services		X			
Nguyen, Thang	Camden County Board of Social Services				X	
Pacello, Paul	Atlantic Coast Communications		X			
Paffenroth, Laura	Camden County		X			
Perez, Angel	Camden County One Stop				X	X
Price, Bob	Johnson & Towers				X	
Randazzo, Deanne	CCBSS			X		
Rhodes, Jim	Camden County Deputy Administrator	X		X		
Rodriguez, Yaneli	Success Story Recipient				X	
Santone, Joe	Camden County College		X	X	X	
Shanker, Jamie	LAEDA	X	X			
Sinkoff, Irv	Camden County College	X				
Stephens, Sharon	Camden County Resource Center		X			
Spinelli, Allison	Cumberland,Salem, Cape May WDB		X			
Taguwa, Denise	Department of Labor Workforce			X	X	
Tenuto, Jackie	Camden County College	X				
Vaccari, Raymond	Manufacture New Jersey			X	X	
Veneziani, Jennifer	DVRS, Business Outreach Coordinator			X	X	
Vesper, Jr., Dominic	Camden County		X			
Venable, Margo	Camden County College			X	X	
Wallace, Jaclyn	Camden County College	X	X	X		
Williams, Rev. Michael	Abundant Life Fellowship Church	X	X	X	X	X
Williams, Steve	Camden County Finance		X			
Wright, Anna Marie	Camden County Purchasing		X			
Young, Jonathan	Camden County Board of Chosen Freeholders		X	X	X	X
Yuen, Paul F.H.	NJ LWD					X

#### CALL TO ORDER:

Chair Robert (Bob) Weil called the meeting to order at 9:20am.

#### WELCOME

WDB Chair Bob Weil welcomed Board members and guests and thanked them for attending the Quarterly Board Meeting.

#### INVOCATION

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

#### WELCOME REMARKS

Bob introduced Jonathan Young, Freeholder Liaison, by saying his passion for workforce development inspires our work. Freeholder Young welcomed attendees and expressed his dedication to supporting workforce development that ensures the residents of Camden County have the opportunity to go to work every day. He thanked everyone in the room for being the driving force of this effort. He said we are part of the economic engine that helps Camden County grow.

Freeholder Young's message focused on the difference between goals and plans. As we move on our pathway to our goal we sometimes get confused when the path changes. We think about changing our goals. The goal should always remain the same. The pathway may change so we can look for alternate routes to reaching the

goal but the goal must remain. We must all remember the goals of the work we do, stay positive and focused on the end goal which is getting our residents back to work.

He reminded attendees to think about “the Dash.” He referenced the minutes from the December meeting that included a poem entitled, “The Dash” He said from the date you were born, to the day you die, is a person’s life and what has been done in that person’s life. As we go into the New Year he asked everyone to examine and improve their “Dash.” We are numbers driven in our workforce industry, and sometimes we forget about the purpose of our work and that is our customers. So we need to make these commitments in 2018; 1. How can we make our Dash a lot better in life? 2. The numbers are not going to drive the customers, the customer will drive the numbers. If we can serve in that order, the clients come first and the numbers will take care of themselves, we will be in a much better place.

Freeholder Young recognized Patricia Fitzgerald, Superintendent of the Camden County Technical Schools, attending the meeting. He said that the “Trades” are coming back in a big way to the forefront of workforce development and training. We are getting back to the grass roots of how this county was formed and we are expanding infrastructure improvements in our communities. We are in need of drivers, carpenters, electricians and skilled laborers. He said that he has been a Union Carpenter for 23 years. In 2018 we will look to set goals of filling employer needs in the Trades sector. Our current unemployment rate is 5.1%. It’s the thinking outside the box ways that will drive this percentage down to record lows in the coming year.

#### BUSINESS MEETING

##### SUNSHINE LAW

Matt Verney, WDB Vice-Chair asked members to grant approval of the December 20<sup>th</sup>, 2017, meeting minutes and read the Sunshine Law.

The read aloud the Sunshine Law, 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 Newspaper on March 15<sup>th</sup>, 2018. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

#### APPROVAL OF DECEMBER 20<sup>TH</sup>, 2017 MEETING MINUTES

The minutes from the last quarterly meeting of December 20<sup>th</sup>, 2017 were sent electronically to the full Board of Trustees for review. Matt requested a Motion to approve the meeting minutes of December 20<sup>th</sup>. The Motion was made by Ken Brahl and seconded by Bob Weil. By majority vote of the affirmative, the motion was carried and the minutes were approved.

#### CAMDEN COUNTY ONE-STOP CAREER CENTER, DIRECTOR’S REPORT

Joshua A. Freedman, Resource Center Director

He reported that the One-Stop saw a slight surge in unemployment claims in the first quarter of 2018. The characteristics of those claims have fallen squarely within the employment sectors of trade, transportation, utilities as well as health and educational services.

He reported that there are many good statistics for Camden County as of this year to date. At the end of 2017, the average hourly wage nation-wide was a little under \$24.00 per hour. Camden County has exceeded that benchmark reporting average wages of just over \$24.00 per hour.

At the end of 2017, we saw an additional 4500 people being employed. We've seen a growing workforce which has been slightly impacted by the first quarter 2018.

Joshua presented a study prepared by the Department of Labor and Workforce Development that showed positive results in employment service effort.

The staff is working diligently to make changes at the One-Stop. He thanked Freeholder Liaison, Jonathan Young for supporting these efforts. The Career Center has been able to fill long awaited staff needs in the area of new certified counselors that are already seeing customers thanks to Joe Dombrowski and smooth expedition of the LWD certification process. He introduced Angel Perez and Michala Allen, new One-Stop Counselors. He introduced Dr. Lauren Hill, newly appointed Youth One-Stop Manager. She was formally the Assistant Director of Youth Build, Housing Authority, City of Camden. She comes with a great deal of experience working with Youth, fresh ideas and great connections to local case managers of Out-of-School Youth. She possesses a Master in Public Administration as well as a Doctorate in Education. In 2017, she received the Camden County Leadership Academy's unsung "She-Hero" Award. She will be working closely with Nidia Sinclair, Director, Career Center, to bring back a Youth Specific Orientation and improve ways of connecting with the local Youth population we serve.

Joshua reported that although the Workforce Development Board is an oversight organization, he commended the board as going over and above during this year of transition. Jeff and the Executive Committee have been showing up and working side by side with the One-Stop in a way he has never experienced in any other Board membership he has ever worked with.

Joshua announced the Camden County Spring Job Fair, sponsored by the County Board of Freeholders, on Thursday, April 26<sup>th</sup> at the BB&T Center, Camden. He directed attendees to a table set up with newly branded promotional materials created by Frank Filipek, Community Outreach Coordinator, for the One-Stop with the federal mandated additional logo, "A Proud Partner of the America's Job Center Network"

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

##### **Yaneli Rodriguez**

Originally co-enrolled at the One-Stop and a GED program at Camden County College (CCC), Yaneli Rodriguez, age 24, received news that a new initiative was taking place in Camden City. After gaining more information on Camden Corps Plus, a WIOA demonstration program spearheaded by Center For Family Services and Rutgers University - Camden, Yaneli saw a great opportunity for advancement. She had no previous work experience and did not have a high school diploma.

Aspiring to better herself in a multitude of areas, Yaneli found Camden Corps Plus to be an eye-opening experience.

In addition to enrolling in college classes and forging a career path, Yaneli says her involvement with the program has allowed her to overcome a significant barrier. A native of the Dominican Republic, Yaneli saw the English language as a challenge, but was determined to one day reach full professional proficiency. Thanks to the support of Camden Corps Plus and its welcoming environment, Yaneli is making great strides. She said her biggest struggle in life were her language skills. But talking with teachers and other members every day has helped her a lot.

Meeting her challenges head-on and feeling a positive impact from the program's various components, Yaneli is now more confident than ever with high hopes for the future. She says her philosophy is, "Never give up. Even when life gets hard, keep going and just try your best."

Yaneli Successfully completed ESL activities and received her New Jersey High School Diploma on October 26, 2017. She also entered and completed Certified Nurse's training on July 27<sup>th</sup>, 2017. She is currently employed as

a Certified Nurse's Aid at WECARE Home Health Agency, Inc. She is the mother of two children, Yariel, age 7 and Jose, Age 4.

Yaneli thanked attendees for the opportunity she received. Jeff presented her with a Certificate of Achievement from the Camden County Workforce Development Board.

Jeff also presented a Certificate of Appreciation to Barbara "Bobbie" Miles in recognition of her retirement and years of service to the One-Stop.

### **Barbara "Bobbie" Miles**

As Jersey Job Club Leader, PSG Facilitator and Career Coach Bobbie has displayed the highest level of professional service to our job seeking community. Bobbie joined the Department in 2005 but has a long history in helping our county's jobseekers. She brought with her 20+ years of experience at Harris School of Business, a post-secondary career school founded by her mother. She collaborated with One-Stops providing short-term training to participants funded by individual contracts through such training programs as CETA, JTPA, REACH, DVR, Trade Act, WIA, and WDP.

Bobbie has had the unique experience of partnering with the One-Stop as a training provider as well as working within the One-Stop system as a Career Coach. These roles have given her a comprehensive understanding of our jobseekers training and employment needs. This led to Bobbie promoting "meeting job seekers where they are" through increased partnering efforts with Community Colleges and Local Libraries. Thanks to Bobbie's dedication and commitment to innovation, she has helped countless unemployed customers achieve self-sufficiency.

### INTRODUCTION OF THE GUEST SPEAKER-BOB WEIL, CHAIR

#### Paul F.H. Yuen, Deputy Commissioner

Paul Yuen was named Deputy Commissioner of the NJ Department of Labor and Workforce Development in January 2018, after more than 27 years of diverse experience within the department.

As Deputy Commissioner, Yuen oversees many of the department's program areas including Income Security, Labor Standards and Safety Enforcement, and Research and Information. Throughout his career in Labor, Yuen has worked with every program area/division in the department. In his tenure, he has served as a Senior Policy Advisor to one commissioner and four deputy commissioners.

Yuen is proud to have served as a founding member of the NJ Cooperative Disability Investigative Unit – a federal and state antifraud taskforce for the Social Security Administration and the NJ Division of Disability Determination Services.

Since 2007, Yuen has represented the department and executive leadership on the NJ Economic Development Authority's Loan and Incentives Committees, the NJ Redevelopment Authority and the NJ Urban Enterprise Zone, and played a significant role in updating the Unemployment Insurance modernization project.

Yuen is a two-time graduate of Rutgers University; he earned a Bachelor of Arts degree in Biological Science and Economics, and an Executive Master's degree in Public Administration.

Paul began by complimenting the Camden County WDB for such an invigorating meeting agenda. He said he was very humbled by Yaneli Rodriguez's success story. She is a real life example of what the proper support and resources can accomplish.

As the new Deputy Commissioner, he is pleasantly pleased to see such hard working dedicated individuals working at the local level to support employment services.

The Department of Labor and Workforce Development is celebrating 140 years of serving the residents of the State. Among the many functions the Department performs, from administering Unemployment and Temporary Disability Benefits, to providing job training, one of the major initiatives is to ensure that employers have robust skilled workforce that fits their needs. Everything the Department does underscores the dignity and work provides. Our role is to help individuals gain the dignity that comes with employment. Our State is very diverse and we all work together to succeed. Paul said there is a healthy competition taking place around the State. Camden County is especially competitive in a healthy way. He has noticed a fighting spirit for the funding for training and modeling of programs that lead the State.

He said we succeed when we allow data to drive strategic planning and implementation. We succeed when we design programs specific to the needs of the unique populations we serve. We succeed when our One-Stop Career Center offer meaningful services. Often we are serving individuals when they are at their most vulnerable points in life. We succeed when our local WDB works with the local elected officials and also works beyond the county borders as a region and as a State to have a positive impact on our residents.

Paul said he has seen the initiatives of Cooper and Holtec and how the partnership with Camden County College has moved the Advanced Manufacturing Talent Development Center forward. This is an exemplary example of how business, government and higher education can work together to make sure the jobs we are training for today are the jobs that are waiting us tomorrow. As the new Administration takes hold and gets the chance to review current programs it will be ready to invest with the local areas to improve our successes for the residents to the great State of New Jersey.

#### ADJOURNMENT

Bob took a minute to read the poem, "The Dash" as printed in the minutes from the December 20<sup>th</sup> Quarterly Meeting. A Motion to adjourn the meeting was made by Ken Brahl; Sandy Kelly seconded the motion. Motion carried. The meeting was adjourned at 10:35A.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, **WDB** Administrative Assistant