



**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  
SEPTEMBER 25, 2019, 8:30AM**

**CAMDEN COUNTY COLLEGE 200 COLLEGE DR, BLACKWOOD, NJ 08012**

<b>Board of Trustees</b>		26-Sep-18	19-Dec-18	27-Mar-19	26-Jun-19	25-Sep-19
<b>Weil, Robert (CHAIR)</b>	Conner Strong & Buckelew, Inc.	X	X	X	X	
Abusi, Patrick	Railroad Construction Co. of South Jersey	X		X	X	
Arthur, Debra	Dewberry Engineers	X	X		X	
Borden, Donald	Camden County College	X		X	X	
Brahl, Ken	Ratvitz Family Markets, ShopRite		X			X
Bresch, Jim	I.B.E.W. LU 351		X		X	
Campbell, Art	Business Builder	X		X		
Cirii, Frank	Local Area Operation Director, CCOS		X	X	X	X
Connors, Kristi	NJ Department of Labor	X	X	X	X	X
Cooper-Vanderlip, Diana	CPAC		X		X	
DeBaere, Gregg	Atlantic Coast Communications	X	X	X	X	X
Deitz, Jeffrey	Division of Vocational Rehabilitation	X		X		
Donato, Carl	Wawa Inc.	X				X
Doran, Ryan	IBEW Local 351					
Figueroa, Victor	Housing Authority of the City of Camden		x	X		X
Fitzgerald, Patricia	Camden County Technical Schools	X	X	X	X	X
Godofsky, Mark	Surety Title					
Godorov, Lori	The Work Group					X
Green, Elizabeth "Beth"	Senior VP HR Cooper Hosptial		X	X		X
Heintisz, Christine	Board of Social Services		X	X	X	X
Janoff, Carla	Careers USA					
Kalitan, Marlyn	Kalitan Consulting	X		X	X	
Kelly, Sandra	SLK Partners					
Kiselewski, Michael	Painters Local District Council 711					
Maggio, Jim	Kaleidoscope Education Solutions	X	X			
Martinez, Rosa N.	WWHS/Veterans Memorial Family School					X
Miller, Richard	Capital One Bank		X			
Mitchell, Wilbert	Respond Inc.				X	
Regensburger, Robert C.	Lockheed Martin		X	X	X	X
Riggins, Matthew	Riggins Oil				X	
Schiavinato, Robert	Union Organization for Social Services	X			X	
Shuttleworth, Patrick	Camden County Improvement Authority	X				
Stettler, Mark	T&M Associates					
Verney, Matthew	OceanFirst Bank	X	X	X	X	X
Willmann, Michael	WMSH Marketing Communications		X	X	X	X
Young, Jennifer	Verizon		X			
<b>Camden County Workforce Development Board Staff</b>		26-Sep-18	19-Dec-18	27-Mar-19	26-Jun-19	25-Sep-19
Levitt, Alex	WDB, Administrative Assistant	X	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>		26-Sep-18	19-Dec-18	27-Mar-19	26-Jun-19	25-Sep-19
Abrams, Barbara	Jewish Family and Children Services					
Arroya, Rosy	CPAC					
Banks, Evangeline	Juvenile Justice Commission					
Bryant, Janice	Camden County One-Stop					
Cipolla, Joe	JEVS					
Clark, Jeffrey	Division of Vocational Rehabilitation					
Davis, Keith Pastor	Camden Dream Center Technical Training School					
DiRenzo, Patti	Camden County One-Stop					
Forman, Lois	Independent Rehabilitation Jewish Family & Children Services			X		
Knoff, Dick	Marketing Professional					
Lucas, Angela	Jewish Employment and Vocational Services			X		
Maguire, Laurie	Camden County One-Stop, MIS Manager		X			
Mayor Thomas Weaver	Clemonten					
McCormick, Carol	Camden County College, Business Services	X	X	X	X	X
McKinsey, Denise	Respond Inc.	X	X			
Nicolasa, Medina	Deputy Director, Board of Social Services	x				
Newman, Jason	NJDOL, Veteran Services	X		X	X	
Page-Soncrant, Jeanne	LWD, Business Services		X	X		X
Pape, Barbara	Camden County One-Stop, Fiscal Manager		X			
Peterson, Jyi	Camden County One-Stop, Youth Counselor			X		
Rhoton, Daniel	Director, Hopeworks					
Rodgers, Danielle	Camden County One-Stop					
Sinclair, Nidia	Director, Camden County Career Center		X	X	X	
Vasquez, Marisol	Camden County One-Stop, Youth Counselor					
Waller, Darchelle	Winslow Township High School	X	X	X		X
Wardlow-Hurley, Rhonda	HACC Youth Build				X	
Wilson, Janea	NJDOL, Business Services					
<b>Guest:</b>		26-Sep-18	19-Dec-18	27-Mar-19	26-Jun-19	25-Sep-19
Abdill, Suzanne	Department of Education					X
Allen, Mikala	Camden County One-Stop Career Center	X				
Ayscue, Brian	Camden County One Stop Career Center	x	X	X		
Baxter, Fred	Camden Health and Athletic Association			X		
Bezych, Lou	Cooper Health					
Bonnette, Darlene	NJ MVC		X			
Brand, Tina	DVR- Camden				X	X
Burch, Mona	Image and Attitude					
Candelaria, Heather	NJCBVI		X			
Carey, Lawanna	Camden County Board of Social Services					X
Cassidy, Kathy	Camden County Technical School					
Covington-Hoess, Christine	CFS					
Cerrito, Vincent	RAI		X			
Colquitt, Tammy Dr.	Image and Attitude					
Corriveau, Anita	Center for Family Services				X	
Curry, William	Camden County One-Stop, EO Officer					
Davis, Sunday	Camden County Career Center					
DeLucia, Dan	Keller Williams			X		
Doblick, Duke	Literacy Assessment Fund					
Dombrowski, Joseph	LWD					
Draft, Dyon	Camden County Board of Social Services				X	
Eisenmann, Kevin	Camden County One Stop	X		X		
Ellison, Alexis	Community Options		X	X		
Farmer, Natalie	Camden County Board of Social Services				X	
Felch, Lisa	Camden County BSS			X	X	
Friedner, Debbie	Camden County College		X			
Fussell, Imani	Camden County	X	X		X	
Gilani, Raza	America Works of New Jersey, Inc.					
Gao, Ni		X				
Grabelle, Lisa	Bags of Books/Love Letters		X			
Guzman, Elizabeth	DVRS		X			
Hanna, Kaina	Camden County College	X				X
Heidkamp, Maria	Rutgers - Heldrich Center				X	
Hewlet, Bryce	Respond Inc.			X		
Hill, Lauren	Camden County Career Center, Youth Manager				x	
Iannucci, Susan	Camden County College	x			x	x
Janowiak, Carol	Camden County Board of Social Services				x	
Johnson, Shani A.	Camden County College- Camden City	X				
Kaur, Kinder	America Works of New Jersey, Inc.			X		
Kilson, Yvonne	Camden County College				X	X
Kinzy, Joann	Camden County College	X	X			
Kline, John	Camden County BSS			X		
Koonce, Carlton	NJ Dept. of Labor					X

Guest:		26-Sep-18	19-Dec-18	27-Mar-19	26-Jun-19	25-Sep-19
Leonetti, Mike	DMV		X			
Levitt, Jill	DOLWD					
Mannino, Maritza	EMR		X	X		
Marchetti, Tony	CCC Retired		X			
Martinez, Marilyn, Dr.	Camden County College, Interim Dean					
MacEwan, Mike	MacEwan Consulting	X				
McGraw, Terry	Public Safety					
McFarland, Salama	Camden County BSS			X	X	X
McIntyre, Stephenie	CCBSS			X		
McKelvey, Chris	LWD					
McLaughlin, Margie	Salvation Army/ Camden KROC Center			X	X	
Neal, Emma	Camden County Board of Social Services					X
Nguyen, Khoi	Camden County Board of Social Services					X
Nieves, Aida	EMR			X		
Perez, Angel	Camden County One Stop					
Picciurelli, Vincent	Mid Atlantic States Career and Educational Center			X		
Quattrone, Cathy	Camden County Technical School	x	X	X	x	x
Rhodes, Jim	Camden County Deputy Administrator					
Robles, Diamond	EMR Success Story			X		
Robinson, Terrenny	NJ Industry Partnerships			X		X
Romo, Raymond	Coopers Ferry Partnership					X
Russick, Nancy	EMR		X	X		
Russomanno, Salvatore	Applied Enterprises, LLC					
Sayles, Keith	Camden County College		X	X	X	X
Shaffer, Derena	Camden County College		X	X		X
Strothers, Sandra	NJCC Foundation			X		
Taguwa, Denise	Department of Labor Workforce	X	X	X		
Ton, Son	Camden County Board of Social Services					X
Tran, Jimmy	Camden County Board of Social Services					X
Vaccari, Raymond	Manufacture New Jersey	x				
Veneziani, Jennifer	DVRS, Business Outreach Coordinator	x	X	X		x
Venable, Margo	Camden County College		X	X		x
Vu, Hai	Camden County Board of Social Services					x
Williams, Rev. Michael	Abundant Life Fellowship Church	x	X	X	x	x
Williams, Steve	Camden County Finance					
Young, Jonathan	Camden County Board of Chosen Freeholders	x	X			
Yuen, Paul F.H.	NJ LWD					

### CALL TO ORDER

Matthew Verney, Vice Chair, called the meeting to order at 9:06am.

### WELCOME

Matthew Verney, Vice Chair, welcomed Board members and guests, thanked them for attending the quarterly Board Meeting and asked for introductions.

### INVOCATION

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

Matt presented Rev. Williams with a Certificate of Appreciation for his outstanding service to the WDB. It read as follows; In appreciation and recognition of your inspiring invocations at our Camden County Workforce Development Board of Trustees Quarterly Meetings. Matt also said that Rev. Williams maintained perfect attendance to WDB meetings.

### WELCOMING REMARKS

Matt introduced Keith Sayles, Dean, Camden County College, Camden City Campus, to provide welcoming remarks. Keith thanked everyone for attending. He recognized Margo Venable, Dean of the Division of School, Community & Workforce Training Programs, for allowing him to give welcoming remarks and speak about the Camden City Campus. He said he was delighted to see so many of the College staff in attendance and

working closely with the WDB. The college is beginning its 52<sup>nd</sup> fall semester. He also announced the opening of the Military Friendly area at the Camden City Campus. He invited the WDB and partner agencies to tour the City Campus and host a meeting at that location. It is the College's way of giving the campus back to the community. He said there are now 7 degree programs offered at the City Campus and there is a shuttle service to the main campus for student's ease of access. The Camden City Campus is located at 200 N. Broadway, Camden, NJ 08102

## BUSINESS MEETING

### *SUNSHINE LAW*

Matt Verney, Vice Chair, read the sunshine law. 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 September 11, 2019. Therefore, the public is welcome to witness the process by which governmental decisions are made and see democracy in action.

### *APPROVAL OF MARCH 27TH, 2019 MEETING MINUTES*

Matt referred to the minutes from the last quarterly meeting of June 26, 2019. These minutes were sent electronically to the full Board of Trustees for review. Matt requested a Motion to approve the meeting minutes from June 26, 2019. The first motion was made by Frank Cirii and seconded by Gregg DeBaere. Ken Brahl, and Victor Figueroa abstained. By majority vote of the affirmative, the motion was carried and the minutes were approved.

### *APPROVAL OF THE MASTER BUDGET, GREGG T. DEBAERE*

Gregg read the following motion; To our Board members, in front of you please find the 2019-2020 master budget that was sent to you electronically for your review on September 23, 2019. In accordance with the New Jersey State Employment and Training Commission policy resolution #2016-03, the Systems Performance Committee has reviewed the budget in detail and has unanimously recommended the budget be presented to the full Workforce Development Board of Trustees for approval.

He asked if there were any questions regarding the budget. Hearing no questions, he requested a motion to approve the revised 2019-2020 Master budget. The first motion was made by Ken Brahl and seconded by Victor Figueroa. By majority vote of the affirmative, the motion was carried and the revised budget was approved.

### *APPROVAL OF THE INCUMBENT WORKER TRAINING POLICY , GREGG T. DEBAERE*

Gregg read the following motion; Incumbent Worker Training is designed to meet the needs of an employer or group of employers to retain a skilled workforce or avert layoffs.

Per the US Department of Labor Employment and Training Administration, Local Workforce Development Board (WDB's) may use up to 20% of their Adult and Dislocated Worker allocations to provide for the federal share of the cost of providing Incumbent Worker training (WIOA section 134(d)(4)).

Local WDB's are required to establish policies regarding the non-federal share of the cost of Incumbent Worker Training.

A copy of the policy, which was approved by the Executive Committee on August 21<sup>st</sup>, was electronically sent to each member of the Full Board on September 23<sup>rd</sup> for your review. A copy of the policy is also on the table in front of you.

He asked if there were any questions regarding this policy. Hearing no questions, he requested a Motion to approve the Incumbent Worker Training Policy. The first motion was made by Ken Brahl and seconded by Victor Figueroa. By majority vote of the affirmative, the motion was carried and the policy was approved.

#### ANNUAL REPORT REVIEW

Matt Verney presented the annual report 2018-2019. He noted the Chairman's message, and committee updates which will be further discussed by the Committee Chairs later in the meeting.

#### CAMDEN COUNTY ONE-STOP CAREER CENTER, REPORT

Matt introduced Frank Cirii, Local Area Operations Director. Frank began his report by congratulating, the WDB Staff, and the Summer Youth Employment Pilot Program Task Force (SYEPP) for the wonderful job they did with the program. From screening and interviewing to placement and the recognition breakfast held on August 16<sup>th</sup> at the Pennsauken County Club, it was a very successful program. It provided an invaluable work experience for 41 young Camden County residents.

Frank reported that the One-Stop Career Center has successfully made the move to the new location at 101 Woodcrest Road, Suite 127, Cherry Hill, NJ. He said the move was a huge process and everyone worked together which made it go much smoother. He presented a flyer to attendees that listed the contact information and the partner agencies housed in the new location. Email blasts have been sent to all partner agencies, clients and One-Stop customers announcing the move and new contact information. He said that Hugh Bailey, Assistant Commissioner, LWD, was a big contributor to the planning. Under WIOA law, there are mandates about true linkages to One-Stop Partners. Camden County may be the first local area to truly realize this vision. All One-Stop services are under one clearing house to help improve people's lives. He thanked Kristi Connors, Manager, Employment Services, for her help with the move and improving the processes of data entry and for the great team effort on mapping out technical needs and services at the new location. He said that greeting customer service and workflow will start from the entry point and counselors will be co-located near this entry point for improved service.

He also said there is a shuttle service up and running to take customers to the One-Stop from the Voorhees Center and a loop, six times per day, from the Woodcrest Train Station.

He referred attendees to the data reports in the annual report. He pointed out that in order for performance targets to show as being met 100 percent or more must be achieved.

- Performance Target results:
  - Adult (A) - Exceeding **4 of 4** measures;
  - Adult Credential Attainment not met
  - Dislocated Worker (DW) - Exceeding **3 of 4** measures, Met **1** measure;
  - Youth - Exceeding **3 of 3** measures, *Median Earnings* not available.
  - Data not available for *Skill Gains* measures under Adult, Dislocated Worker, and Youth.

Frank thanked the WDB staff, Jeffrey S. Swartz and the Executive Committee for their time, volunteerism and help achieving the goals and objectives of the move.

#### COMMITTEE UPDATES

#### LITERACY COMMITTEE – KEN BRAHL

Ken said the Literacy Committee got off to a great start this year by continuing its mission of presenting the Literacy Needs Assessment (LNA) to local elected officials and finding ways to expand literacy services in the southern part of the county. The Committee planned two family literacy events.

- Literacy- **Community Play Day**, Saturday, September 29, South County Regional Branch Library, 35 Cooper Folly Road, Winslow Township, NJ 08004
- **Family Literacy Day**, Saturday, October 6th, Clementon Memorial Library, 195 Gibbsboro Road, Clementon, NJ 08021

The goal of the events was to provide awareness to adult literacy service locations such as the Hispanic Family Center, Camden County College-Adult Basic Skills, Camden County Family Success Centers and of course the One-Stop Career Center's Literacy Volunteer Office. The One-Stop piloted a satellite Learning Link program in partnership with the Camden County Library System at South County Branch. Building these type of relationships is beginning to produce a good cross-referral system. In March, the committee hosted a spaghetti dinner for the Mayors of Clementon, Lindenwold and Pine Hill. Presented, were the findings of the LNA which opened up a great discussion how these three communities could work together to promote literacy services as well as the services of the One-Stop. As a result of connecting with Andrea Levandowski, State Library, Staff, committee members were invited to speak at a Library Commission meeting on March 29, 2019. Library Branch Managers attending from around the State were "eyes-wide-open" when it came to hearing about the advantages of working with their local WDB.

The Literacy Committee committed to even more outreach in the new program year by planning another family literacy day and attended local national night outs in Clementon and Pine Hill. Ken gave special thanks to Bags of Books, PNC's Growing Up Great, CamCare and other partner county literacy service agencies for providing activities and giveaways at the events.

#### ABILITIES COMMITTEE – CARL DONATO

Carl reported the Abilities Committee reached a milestone this year by changing its annual event from a panel discussion to a workshop format for Human Resource Professionals. The Committee felt we had accomplished much toward dispelling the myths associated with hiring individuals with disabilities and it was time to get into the nuts and bolts of starting an inclusive hiring program. The change in format called for a new title and a new location. "Strategies for Workplace Inclusion" Tuesday, October 9<sup>th</sup>, 2018 was sponsored by the Camden County Board of Freeholders at the Camden County Boathouse, 7050 North Park Drive, Pennsauken, NJ. The new location definitely added to the success of the event. The speakers were Margaret Gilbride, Boggs Center, Jennifer Veneziani, Planning & Development Specialist, Division of Vocation and Rehabilitation Services (DVRS), who spoke about State Supportive Services and Deb Dagit, Disability:IN, who spoke about the Disability Equality Index (DEI) - What it is and how to implement it in your company. An added attraction to the event was approval of the program by Tri-State HR and the Society for Human Resources Management (SHRM) for HRCI credit hours. The application and approval opened up a working dialog between Tri-State HRM and the WDB. This organization hosts Human Resource Professionals from around the region. The event was a resounding success and the feedback was phenomenal. This year, we will be looking for more ways to align with this organization thereby increasing our capability to reach more Employers and HR Managers in the region with insightful topics and a case for building an inclusive workforce in Camden County.

The Abilities Committee is building on its success by hosting another "Strategies for Workplace Inclusion" Workshop event on Tuesday, October 22, 2019 at the same location. This year's topics include, technology tools in the workplace, law updates, working with a job coach and an engaging topic called "Unconscious Bias." Carl thanked the sponsors, Bancroft, JEVS HireAbility and the Camden County Board of Freeholders.

#### YOUTH INVESTMENT COUNCIL – MATTHEW VERNEY

Matt began by reading the following description; The Youth Investment Council is in charge of developing a comprehensive and unified system for youth services that will prepare youth for higher education and future employment.

The Youth Investment Council (YIC), Youth One-Stop (YOS) and its counselors continue to focus on reaching, serving, and engaging disconnected or out-of-school youth between the ages of 16 and 24 who want to obtain a High School Diploma and/or continue their education and career development to gain employment.

He said the Youth One-Stop has made great strides this year under the expertise and leadership of Nidia Sinclair, Director Career Center, and Dr. Lauren Hill, Manager, Youth One-Stop. We can't say enough about the caring and dedication being shown to the youth we serve by Jyi Peterson and Marisol Vasquez, Youth Counselors. The Youth Mentor program, under the direction of Dr. Stanley B. Yeldell, Associate Professor, Rowan University Law & Justice Studies, Rowan University, successfully completed its first year. Student mentor/interns were trained to engage and encourage youth participants as they make their way through the weekly workshops or learning link. YOS staff are continuing to make regular visits to family court. While this engagement has not produced many direct referrals. Dr. Hill is building relations in the justice system and making them aware of services. What started with a simple flow chart created by Joshua Friedman, former Director, has developed into real time data reports that are beginning to help the committee count the true numbers of youth being touched by the services of the YOS. It also helps us to make decisions based on seeing the choke points where youth are dropping out.

Matt said the Committee continues to chip away at the barriers that keep youth from YOS opportunities including documentation, transportation, and lack of access to social media platforms, by counselors so they can stay in touch with youth. The Committee extends a special thanks to the Youth One-Stop's Champion Supporter, Freeholder Liaison, Jonathan L. Young.

#### OPERATIONS COMMITTEE – GREGG T. DEBAERE

Gregg reported the WDB and One-Stop Career Center reached its two year mark of operations under the new Workforce Innovation and Opportunities Act (WIOA) and it was time to re-visit its regional and local plan with a request by the State Employment and Training Commission (SETC) to provide the state with an update and modification. The Operations Committee set to work reviewing the plans to assess what worked and what did not work as well as make statements about improvements that were made to operations as a result of setting goals and measuring outcomes. The Committee was also given the task of completing the requirements for the WDB re-certification and a new requirement to certify the One-Stop, a resulting task of the new One-Stop procurement process.

The Committee's promise to review and update its local area score card was fulfilled and presented at the December, 2018 quarterly Board of Trustees Meeting. The Operations Committee has been closely following and monitoring many of the WDB coordinated Initiatives such as the Atlantic City Electric Training Initiative, the Cooper Medical Coding Program, the Summer Youth Employment Pilot Program, The Business Services Trades Awareness Initiative, the Youth One-Stop programs and outreach to justice-involved youth. One of the most important achievements by the Committee this year was to solidify a closer relationship with the Board of Social Services. This partner agency is key to providing a pipeline of customer referrals to One-Stop Services. This improved relationship resulted in a joint customer orientation of services, financial literacy workshops and a series of staff cross trainings.

#### BUSINESS SERVICE TEAM UPDATE-JEFFREY S. SWARTZ

Jeff began by reading the following description of the Business Service Team: One of the best tools to help us determine the focus of the Workforce Development Board (WDB) is the input we get from area employers, in terms of who they are hiring, their job requirements, what certifications they may require, and hiring trends

they forecast. This information is very important to us. The Business Service Team is one of the vehicles we use to help us achieve our goals. Many of the participants in this committee have been in business and are now in areas of workforce development related to the needs of employers. They are out day to day, talking with employers, jobseekers and individuals gathering information about the community's workforce needs. This information has helped us create job training programs that result in employment opportunities. This effort helps to fulfill our mission. We meet monthly, and talk about employers that are hiring and how we can best serve them, new projects coming into the county and training programs we should be running in the future. This meeting also helps to make sure we are aligned with local and state public policy. We welcome new friends and colleagues to attend the meetings and we are hoping to get more private sector business representatives to join this committee as well. It's important to get their perspective.

The Team gets regular reports of business engagement from the Department of Labor and Workforce Development Business Service Representatives.

Our local area is represented by

Jeanne Page-Soncrant, Business & Employment Service Representative, Camden County

Jason Newman, Veteran Services Representative, Burlington, Camden and Gloucester Counties

Jennifer Veneziani, Program Planning and Development Specialist, NJ Division of Vocational Rehabilitation Services

Patty DiRenzo, who works for the One-Stop as a Job Developer specializing in recovery and also serves the county as Linkage Coordinator & Recovery Employment Specialist, Office of Mental Health & Addiction Services

This program year 2018-2019 saw tremendous growth in building relationships with local employers. Thanks to our BSR's the Camden County One-Stop hosted many employer recruitments. Companies such as Liberty Coke, Marshalls, Wawa, Ravitz Family Markets, EMR, Harris Terminal, Child Care Associates, The Camden Kroc Center, Several Health Care Companies and others have come to depend on our positive recruitment services. Seeing these successes, the County began creating consistent branding and flyers to promote the recruitments. Employment Services supports the efforts of the BSR's by screening candidates and helping with the overall logistics of these events.

The County Board of Freeholders sponsors a spring and fall Job Fair. It takes the whole One-Stop Career Center Village to recruitment employers, set up and promote these two annual job fairs. The WDB Business Service team helps to promote the job fairs to their contacts in the Community.

Jeff spoke about an idea that was formed as a result of an open forum discussion at last year's September Quarterly Board Meeting about starting a non-traditional careers initiative. The purpose was to create more awareness to high school students about quick start careers that may be an alternative to a student incurring the major debt of a four year college degree. We also found out that employers in the trades and utilities industry are experiencing a shortage of skilled labor and a workforce that is aging out. The Executive Committee discussed the intuitive and approved that the BSR team was well matched for the effort since the members are made up to private sector board members such as Bob Regensburger, Lockheed Martin, and Vince Cerrito, Art Campbell, Camden County College and the BSR's.

The BSR Team discussed and decided that the Atlantic City Electric, Get Into Energy Training Opportunity could be built into promoting non-traditional careers. The BSR team will be promoting the college's Career Now programs and non-credit career training such as the ACE Training, HVAC, and HealthCare Industry certificate programs. The Team approached Overbrook High School and will be joining the school in planning its first ever quick start career night sometime in November. Dr. Lovell Pugh Bassett, Executive Superintendent of Schools, Camden County. has also invited the WDB to present at the upcoming School Superintendent's Round Table on Friday, October 11<sup>th</sup>, and two other schools have expressed interest in planning a career night.



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

### WDB Success Story; Khoi Nguyen/GA Case Management, Board of Social Services

Jeff read the following statement; As of five years ago, Khoi Nguyen was an unemployed sixty-year old in a transitional phase of life and too young to retire. He was placed in the Case Management section of the Camden County Board of Social Services in order to receive assistance.

Case management noticed his decency, warmth and compassion, his practical down-to-earth advice and constant encouragement. He often talked about his awe-inspiring journey to the United States and how he overcame the difficulties regarding barriers to language and culture. He became an inspiration to hundreds of people. Khoi earned his way to a position with the Board of Social Services and has been working as a Case Manager. Khoi is always humble, letting others know that anything is possible with hard work, determination and faith. Khoi has impacted the staff at the Board of Social Services and countless others who have come in contact with him. He has become a mentor, teacher and great friend. He is always generous with his time, talents, wisdom, experience and most of all this great sense of humor.

He now teaches English as a Second Language Classes (ESL), Citizenship classes, painting, cooking, tennis and even ping pong. He volunteers at his church and home tutors those who cannot attend his classes. He is a wonderful husband and father, an exemplary social worker, pillar of his church and great public servant. Khoi Nguyen epitomizes the best of the American dream. The Camden County Board of Social Services is proud to nominate him for today's WDB Success Story recognition award.

Jeff presented a Certificate of Recognition from the board and membership of the WDB.

### ADJOURNMENT

Matt thanked everyone for attending the meeting. A Motion to adjourn the meeting was made by Ken Brahl and Victor Figueroa seconded the motion. Motion carried. The meeting was adjourned at 10:25A.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