



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 SEPTEMBER 18, 2024 CAMDEN COUNTY WORKFORCE DEVELOPMENT BOARD ZOOM MEETING

ATTENDANCE

Quarterly Board Meeting Attendance	6/21/2023	9/20/2023	12/13/23	3/20/2024	6/18/2024	9/18/2024
Board of Trustees						
Abusi, Patrick	X	X	X	X	X	X
Bresch, Jim	X	X	X	X		X
Cirii, Frank	X	X	X	X		X
Connors, Kristi	X	X		X	X	X
Cooper-Vanderlip, Diana		X	X	X	X	X
Davis, Rodney			X	X		X
DeBaere, Gregg	X	X	X	X	X	X
Deitz, Jeffery	X	X		X	X	
Donato, Carl (Chair)	X	X	X	X	X	X
Doran, Ryan				X	X	
Godorov, Lori	X	X		X		X
Green, Elizabeth	X	X	X		X	X
Hentisz, Christine	X	X	X	X	X	X
Janoff, Carla						
Johnson, Thomas		X		X		
Johnson-Williams, Melody	X	X		X		X
Kalitan, Marlyn	X	X	X	X	X	X
Kelly, Sandra						
Lex, James		X		X	X	
Lofton, Vance						
Martinez, Rosa	X					X
Mickelson, Katie		X	X	X		
Miller, Richard						
Pichardo, Wanda					X	X
Pugh-Bassett, Lovell						
Regensburger, Robert	X	X	X	X	X	X
Roth-Gutman, Jill				X		
Schiavinato, Robert						
Thompson, Ryan	X	X		X	X	X
Verney, Matthew	X					
Young, Jennifer					X	
Weil, Robert	X	X	X	X	X	X
Wemple, Anita	X	X		X	X	X
Willmann, Michael	X	X	X	X	X	
Young, Jennifer	X		X		X	
Quorum - 15						
CC Commissioners						
Young, Jonathan			X	X		
Rhodes, James						X
Quarterly Board Meeting Attendance						
CC Workforce Development Staff						
Gutbezahl, Ma'ayan			X	X	X	
Henderson, Bridget	X	X	X	X	X	
Levitt, Alex	X	X				
Swartz, Jeffrey	X	X	X	X	X	X
Vaughn, Deb	X	X	X	X	X	X
Williams, Leslie	X	X	X	X	X	X



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Committee Members, One-Stop Staff, Guest						
Banks, Evangeline	X	X	X	X		
Barclay, Arthur						
Brooks, Darchelle	X	X	X		X	X
Dann, Carol				X		
Davis, Gerald			X			
Fleming, Arenda					X	X
Forman, Lois		X				X
Green, Aurella				X		
Hanna, Kaina	X		X			X
Hill, Dr. Lauren		X				
Knopf, Dick						
Lakshminarayan, Pavithra			X	X		
Leonetti, Mike						
Macrina, Peter				X	X	X
McCormick, Carol	X	X	X	X		
McFarland, Salama	X	X	X	X	X	X
McKelvey, Chris	X	X	X	X		X
Moore, Kara						
Page-Soncrant, Jeanne		X	X	X		
Palmer, Natasha					X	
Peterson, Jyi		X				
Romolini, Eric				X		
Shafer, Derena						X
Sinclair, Nidia	X	X				
Venable, Margo			X			
Veneziani, Jennifer						
Wardlow-Hurley, Rhonda	X	X	X	X		X
Williams, Rev. Michael	X	X	X	X	X	X

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Success Stories						
Manning, Grace			X	X	X	
Gibbons, Aniyah					X	
Guest Speaker						
Altman, Gary		X				
Pfeiffer, Samantha	X					
Lin, Poo			X			
James, Felix				X		



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Additional Guest						
Abrams, Larry	X					
Allen, Mikala					X	X
Anderson, Darlene						
Bass, Henry						X
Beach, Patti						
Bean, Sharon				X		
Clark, Sarah				X		
Collins, Chris (Councilman)						
Daunoras, Heidi	X	X				X
Davis, Gerald			X			
DeLaRosa-Delgado, Maria						
Echevarria, Michell					X	
Goodman, Steve						
Fugee, Antoinette					X	
Galante, Caitlin (Collins)			X			
Janowiak, Carolyn			X			
Johnson, Niladga						
Jones Benjamin, Michaela			X			
Jones, Shakirah				X		X
Jones, Solomon					X	
Kerrigan, Valerie			X			
Leary, Ashley				X		
Liles, George			X			
Lord, Lisa			X	X	X	X
Janeene Martin						
Mauro, Jennifer				X		
McIntyre, Stephenie		X				X
Mendez, Kelly				X	X	
Moen, William		X	X	X		
Muse-Taylor, Jocelyn				X		
Nicholas, Karen				X		X
Quigley, Kimberly					X	X
Rhoton, Daniel					X	
Richardson, Ryan			X			
Robinson, Terrenny			X	X		X
Rosario-Askie, Andrea						
Sarria, Carolina						X
Spector, David			X			
Tillman, Jazzohnii			X			
Wikiera, Erik			X			

WELCOME

Carl Donato, Chair, called the meeting to order at 9:05 AM, and welcomed attendees to the September Quarterly Board of Trustees Meeting.

ROLL CALL OF THE BOARD OF TRUSTEES

Carl Donato, Chair

PLEDGE OF ALLEGIANCE

Carl Donato, Chair

INVOCATION

Reverend Michael Williams

BUSINESS MEETING - SUNSHINE LAW

Carl Donato, Chair, read the following:

- “In accordance with the Sunshine Law and the public’s right to know, we are required to provide adequate advance notice of our meetings. This meeting was advertised on the WDB’s website, and in the Courier Post on September 4, 2024. Therefore, the public is welcome to witness the

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process by which governmental decisions are made and see democracy in action. Due to the COVID-19 restrictions, the notice of this meeting was emailed to members and previous guest attendees in advance.”

APPROVAL OF MEETING MINUTES

Carl asked for a motion to approve the minutes for the Quarterly Board Meeting held on June 18, 2024. The minutes were sent electronically to the full Board of Trustees for review. Motion was made by Bob Weil, seconded by Patrick Abusi. By majority vote to the affirmative, the motion carried and the minutes for the Quarterly Board Meeting held on June 18, 2024, were approved.

Jeff Swartz, Executive Director, CCWDB

Due to unforeseen circumstances the approval for the Master Budget has been postponed. The Systems Performance Committee will review and approve the final Master Budget before it is forwarded to the full Board of Trustees for electronic vote.

Presentation of the Annual Report

The 2023-2024 Annual Report was shared with the meeting audience.

- 2023-2024 Retired or resigned Board Members
 - Debra Arthur, Jennifer Young, Matthew Verney, Richard Miller
- 2023-2024 New Board Members
 - Wanda Pichardo, Jill Roth-Gutman, Jeanne Storm
- One-Stop Performance Metrics
 - Overall, the One-Stop has met or exceeded its targets.
- 2023-2024 WDB Committee Updates by Committee Chairs
- 2023-2024 Success Story highlights
- 2024 Summer Youth Work Experience Program

COMMITTEE UPDATES

Abilities Committee – Carl Donato, Chair

- The Abilities Committee was in recess for July and August.
- October is Disabilities Awareness/Disabilities Employment Awareness Month. The Abilities Committee, ARC of Camden County and Tri-State HRMA are collaborating to present a webinar to encourage employers to hire employees with limited abilities, dispel myths about inclusive employment and inform employers about resources available to them.

Literacy Committee – Marlyn Kalitan, Chair

- The Literacy Committee worked to reopen the Clementon Library and held a “Pathways to Possibilities Resource and Job Fair” there in May. The event was well attended.
- The Clementon Library Board of Trustees has since relinquished administration of the library to Clementon Borough.
- The Literacy Committee will continue working to reopen closed libraries and publicizing literacy services available to residents throughout Camden County.

Systems Performance Committee – Pat Abusi, Chair

- The Committee last met in August. Jeff shared that the August committee discussion included tuition increases approved at the State level for ITA vendors. A recommendation was made to modify ITA contracts for tuition increases for students. The WDB modified its contracts to increase the tuition cap from \$4000 to \$6000.



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- The next matter for the Systems Performance Committee is to address the review and approval of the Master Budget. After an electronic committee vote, the Master Budget will be presented to the Board of Trustees for approval and submitted to the State to fulfill the WDB's certification requirement.

Business Services & Outreach Team (BSOT) – Ryan V. Thompson

- The BSOT committee membership has expanded over the past few months. The group is working together to share resources and provide information to the community. There are apprenticeships available at the State level.

Youth Committee – Jill Roth-Gutman

- Jill was unavailable due to a conflict in her schedule.

Operations Committee – Gregg DeBaere

- The Operations Committee last met on September 6th with a 35-item agenda.
- The committee is working to overcome barriers to providing excellent customer service at the One-Stop. Due to staff on medical leave, the One-Stop is currently understaffed at a time when numbers provided by the customer check-in system reflect the uptick of people seeking work activities.
- The Board of Social Services is seeing an uptick in people seeking employment due to SNAP waivers being lifted.
- Gregg encouraged people to attend the GSETA Conference on Oct 23-24 at the Ocean Resort in Atlantic City. He commented that the conference provides a great deal of information that is beneficial to new board members and offers an opportunity to learn best practices for providing services to the public.
- There has been no feedback from the State on the Memorandum of Understanding and Infrastructure Funding Agreement. (MOU/IFA)
- The WDB's certification will be completed as soon as the Annual Report and approved Master Budget are submitted to the State.

Tell us More...Sharing What's Going On

- **Rodney Davis, Turner Construction Company** – Rodney stated the construction industry is facing a 100,000 skilled labor shortfall. Rodney noted opportunities abound for experienced laborers and apprentices and the skilled trades is an excellent alternative for people who are not college-bound.
- **Heidi Daunoras, Pine Hill School District** – Heidi expressed gratitude to the WDB and its committees for their support for literacy and employment services.
- **Kimberly Quigley, St. John of God Community Services** – St. John of God currently seeking one case manager and two employment specialists to serve as job coaches.
- **Darchell Brooks, Winslow Twp High School** – Winslow Township High School will host employers and unions for quarterly "Career Conversations with the Trades" to provide information to its students who are not college-bound with career opportunities in the trades.
 - November 1 – Winslow Twp. High will present a Construction Trades event
- **Lisa Lord, Camden County Technical Schools (CCTS)** – CCTS has 30 trade career programs that offer students preparation for employment upon graduation. The grand opening of CCTS' new Manufacturing/Engineering Technology Building will take place on October 1st at its Gloucester Township campus. CCTS will open a culinary wing at its Pennsauken campus in the next few months.



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- Leslie Williams noted that culinary arts is a valuable trade for young people and commented that two Summer Youth Work Experience Program interns were placed at Sweet Eats Bakery in Voorhees.
- Gregg DeBaere commented, regarding careers in the trades, that his company does low voltage voice and data cabling for several high-profile clients. He noted that after a 5-year apprenticeship, some of their technicians are earning \$130,000 annually.
- **Kaina Hanna, Camden County College (CCC)** – CCC offers trade programs for high school seniors and adults. Through the NJDOL's NJ Build Grant, CCC has just completed a construction trades cohort offering direct entry into the union trades. A new cohort will start in the fall specifically for women & minorities who are interested in a career in the constructions trades.
- **Diana Cooper-Vanderlip** – Diana shared that Community Faith Wealth Mission was funded for a summer program but unfortunately the funding did not come through at that time. The planned summer program was then approved to be an after-school program. Once the program is funded, five students will participate in an entrepreneurship program which will teach them about different career paths and how to create multiple streams of income. One module of the program is a marketing path which provides the students with hands-on experience to package and sell products, led by a former marketing expert from Loreal and Revlon.
- **Councilman Chris McKelvey, Clementon** – The currently closed Clementon Library is transitioning to administration by The Borough of Clementon. The borough is seeking partnerships with county agencies to provide literacy services at the Clementon Library rent-free after the new year.
- **Carl Donato** – Carl commented that he will communicate and involve his Vice-Chairs more (Patrick Abusi – WDB Board and Jeanne Storm – Abilities Committee) going forward.
- **Frank Cirii, Camden County One-Stop**
 - Frank commented on the performance targets shown in the Annual Report and noted that the performance targets provided by the State are currently being negotiated. Meeting credentialling performance targets remains problematic because customers often gain employment without testing or do not report achieving the credential for which they were trained.
 - SNAP/TANF referrals from the BSS for One-Stop services are increasing monthly. Lately, referrals have been averaging 130 to 140 per month.
 - The One-Stop's public outreach campaign continues. The 2024 Camden County Parks Guide, which was sent to every resident of Camden County, included information about its services. A report assessing the market penetration of the outreach campaign will be forthcoming.
 - The One-Stop has several members of its staff on medical leave. Hiring needs will be assessed as those individuals return to work or retire and budgeting is considered in early 2025.
 - GED testing continues at the One-Stop. The Learning Link was not funded as the DOL eliminated the program. The State released a Notice of Grant Opportunity (NGO) called "Adult Literacy Innovations Initiative" to workforce development boards. The grant applications are due September 30th for 6 grants statewide for grants of \$500,000 over a 2-year period. Lori Godorov (The Work Group) offered to provide a letter of support for the WDB's grant application.
 - As part of the grant program, the One-Stop plans to implement creative ways of working with new technology to provide services to customers on site or remotely using tablets. Employing



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- AI integrated adult basic skills training is under consideration, utilizing a virtual trainer that evaluates the customer's actual test scores and implements training in areas of weakness.
- Approximately 238 people pre-registered for the job fair co-sponsored by the One-Stop at the Cherry Hill Mall on Friday, September 13th. The One-Stop plans to continue as a Gold sponsor of the job fair at the mall location every six months.
 - Audits of the One-Stop by the DOL and the County were completed with no findings.
 - The One-Stop will be represented by 16 employees and partner agencies at the GSETA Conference in October.
 - Facilities-wise, maintenance is up to date. There was an unfounded threat by a dissatisfied UI customer.
 - NJDOL Deputy Commissioner, Julie Diaz and GSETA President, Francis Kuhn, visited the One-Stop
 - Deputy Commissioner Diaz was at the One-Stop for a training with DVR and also had a walk-through of the facility. She offered insight to improving customer service.
 - Fran Kuhn, President of GSETA visited the One-Stop and was very impressed with his experience. Camden County One-Stop is a model for the state with multiple services under one roof.

ADJOURNMENT

- Carl thanked everyone in attendance and asked for a motion to adjourn the meeting. Motion was made by Diana Cooper-Vanderlip, seconded by Ryan Thompson. By majority vote to the affirmative, the motion carried, and the meeting adjourned at 10:05 AM.
- The next Quarterly Board Meeting will be in-person at Camden County College/Roosevelt Hall (Blackwood campus) on December 18, 2024, at 9:00 AM. A full breakfast will be served starting at 8:30AM. A quorum is needed to complete business matters.

Submitted by:

Debra Vaughn,

Administrative Assistant to the Executive Director