



**Camden County  
Workforce Development Board**  
*Supporting the Development and Retention of a World Class Workforce*

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

**ABILITIES AND LITERACY COMMITTEE MEETING  
MINUTES  
MAY 10, 2016**

**ATTENDANCE**

	Members	Meeting Dates											
		7-Jul	4-Aug	1-Sep	6-Oct	3-Nov	1-Dec	5-Jan	2-Feb	3-Mar	5-Apr	10-May	
<b>Brahl, Ken CHAIR</b>	Ravitz Family Shoprites	X	X	X	X	X	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern	X								X	X	X	
Beach, Patti	Camden County One-Stop	X	X	X	X		X	X	X	X	X		
Biondi, John	IBEW		X	X									
Bowman, Cynthia	ShopRite Stores												
Cleveland, Jennifer	Burlington County Title II Consortium									X			X
Dann, Carol	Camden County College		X	X	X	X	X	X	X			X	X
Hicks, Rosemari	RHC Consulting	X											
Kalitan, Marlyn	Kalitan Consulting	X	X	X		X	X	X	X	X	X	X	X
Knopf, Dick	Marketing Professional Services			X		X	X		X				X
Rogers Sharons	Rowan College at Burlington County											X	
Schmoll, Harry	Retired Attorney		X	X	X								
Shaw, Frank	Camden County One-Stop												
Sinicki, Stanley	NJ Dept of Labor	X											
Weir, Barbara	Burlington County WIB				X								
Young, Jennifer	Verizon		X	X					X			X	
Swartz, Jeffrey S., Exec. Director	WDB	X	X	X	X	X		X		X	X	X	X
Cruz, Wanda	WDB	X	X	X	X	X	X						
Primas, Theo	WDB												
Stubblefield, Lelia	WDB							X	X	X	X	X	X
Naroden, Eric	WDB Intern			X	X	X	X	X	X		X	X	
Williams, Leslie J	WDB								X				

**WELCOME**

Chair Ken Brahl, called the meeting to order, welcomed attendees and asked for roundtable introductions.

**HIRE-ONE AND DISPELLING THE MYTHS: HIRING PERSONS WITH AUTISM EVENT**

- Ken discussed the Hire Once event, which the Literacy and Abilities committee will host jointly.
- The hire one event was created two years ago to encourage employers to hire one person from populations with barriers to employment (e.g. veterans, pervious incarcerated and persons with disabilities).
- The Hire-One event will honor employers who have hired individuals from populations identified by the program. Ken asked members for ideas and suggestions.
- Jeff suggested hosting the Hire-One event and the Dispelling the Myths: Hiring Persons with Autism event jointly in October, 2016 to promote both events. Ken added he wants to have an employer driven event and asked what the committees can do to make the event different and encourage employers to attend the event to obtain information regarding Hire-One. Jeff said the event will create employer

awareness of the untapped resources within these populations so employers can have a better understanding of the people Camden County has as part of its workforce.

- The *Dispelling the Myths: Hiring Persons with Autism* event will be a panel discussion, which will consist of a clinician, employers, and a current employee who has been hired. Jeff added, employers can benefit from hiring individuals from this highly functional autism spectrum. These individuals are good with numbers and performing repetitive tasks. They tend to excel in one or more areas.
- The committee will invite the previous year's list of employers as well as employers from Burlington County. Over 80 people attended the previous year.
- Lois informed members that Walgreens has hired a number of individuals with disabilities. She will contact a representative from Walgreens to attend the event. Jeff mentioned that SAP (an acronym from the original company name written in German) has hired high functioning individuals who have autism. Barbara added Computer Aid, Inc. (CAI) has hired individuals as well.
- Jeff suggested this year's Hire-One event should focus on individuals with disabilities, which is a subset of the Camden County Hire-One program. Jeff said each year the Hire-One event can focus on different needs (previously incarcerated, veterans, etc.).
- Ken also suggested setting up tables where employers can speak with someone about the incentives associated with hiring veterans or previously incarcerated individuals.
- Jeff suggested giving an overview of the Hire-One program and informing guests that the program will focus on individuals with disabilities, with an emphasis on high functioning individuals with autism.
- The event will be held October 21, 2016 at the Jewish Federation Annex Building in Cherry Hill, NJ. Registration will be at 9:00a.m and the event will begin at 9:30am until 11:00am.
- Soups and Sweets will cater the event.
- Joe contacted Ernest Dias from CAI and he is waiting on his confirmation to speak at the event on October 21, 2016.
- Members will continue to identify and contact additional guest speakers.

### EVENT OVERVIEW

- A panel, which will consist of employers, a clinician, and an employee testimony.
- Recognition of employers.
- Tables will be set-up (incentives for employers, DVR, previous offenders and Literacy brochures).
- Continental Breakfast will be provided.

### LITERACY NEEDS ASSESSMENT SURVEY UPDATE

Ken discussed and reviewed the Literacy Needs Assessment with attendees. Ken said, Carol Dann who leads the Consortium for Literacy services, wanted a current assessment that could be used for certain grants. Ken said that once the research began, he realized it was not a Camden City problem, it was a problem throughout the county and the English as a Second Language (ESL) was a large factor in the county. Ken informed members that Eric Naroden, CCWDB intern created the first draft of the Literacy Needs Assessment as well as the maps and statistics for Camden County. Eric could not attend the meeting but forwarded an outline of the assessment/maps. Ken said the maps titled Camden County Literacy Index are a combination of all four indicators assigning 1 point when a community is deemed "At-Risk" in a specific category and 2 points when the community is deemed "identified". The term "Flagged" listed on the maps will be replaced with the term

"identified". The full assessment will be completed and emailed to the committee for review. Also, data from the survey has been inconclusive due to the lack of responses. Ken added a Literacy Need survey was emailed to employers and members of CCWDB, however there were very few responses. Jeff told members the survey was emailed to over 250 employers in addition to the CCWDB Board members. Marlyn told members she emailed the survey to the Tri-State division of SHRM, a large human resource organization.

The committee further discussed the assessment and maps. Suggestions and comments were made regarding maps color, graduation rates in several counties, data that was unavailable, charts and or graphs showing percentages and actual numbers.

The committee also discussed large employers (Holtec- Camden Co. and Amazon-Burlington Co) who are hiring and their requirements for hiring individuals. Carol informed members of the requirement for Holtec and Jennifer Cleveland told members of Amazon employment requirements.

Ken told members he will make a presentation of the assessment results to the full Board at the September Quarterly Board Meeting. Data collected will be provided to each township and the townships will be informed of all Literacy services offered. Ken also discussed the next level, which will focus on high school education, customer service certification, certificates in advance manufacturing, and a management program he is currently in the process of forming. Ken informed members Western Grocers Association created a retail management program. The program is a one year certificate program, for which a person can earn 24 credit hours. Ken added Burlington County has a 2 year retail management program and Camden County had a 2 year management program, both are Associate Degrees. Ken said positions at retail supermarkets are filled within the company. Individuals move up in their position without a degree where the job then becomes a career. He has a meeting scheduled with the Dean at Camden County College and has spoken with Carol McCormick as well, regarding implementing and offering the retail management program at the college. Ken said ShopRite will offer this opportunity to their employees and will also offer scholarships.

Ken informed members that both committees will meet in July to give updates on the event. Meeting Adjourned at 9:40 am.

#### NEXT MEETING

The next Literacy Committee meeting is scheduled for Tuesday, June 7, 2016 at 8:30 am and the Abilities Committee meeting is scheduled for Tuesday June 14, 2016 at 9:00M at the WDB office.

Submitted by,

*Lelia Stubblefield*

Administrative Assistant