

FULL WDB MEMBERSHIP CONFERENCE

June 12, 2019

Members Present

Les Vail, WDB Chair
Michelle Shirey, WDB Executive Director
Marie Rafter, GC Probation
Lisa Cerny, GC Human & Disability Services
Wayne Love, FBO
Stacey Smith, DVRS
Robert DeMarco, NJLWD
Danny Sulpizio, South Jersey Federal Credit Union
Dyanna Dessicino, GCIT/GCSSSD
JaNea Wilson, NJDOL
Alisha Thompson, DWD
Melissa Eckstein, Gateway High School
Kimberly Quigley, St. John of God
Anthony DiFabio, Robin's Nest
Brigitte Satchell, RCGC
Heather Faulkner, GC Housing Authority
Crystal Noba, Center for People in Transition
Cari Burke, Robin's Nest
Susan Perron, Abilities Solutions
Karen Spieker, The Arc Gloucester

Michael Girone, WDB Vice Chair
Tom Bianco, GC Economic Development
Katie Doyle, Div. Social Services
Wanda Rogers, DWD
Michelle Mullen, DWD
Andrea Rivera, DVRS
Gregory Wright, GCIT/YECC
Fred Keating, RCGC
Ralph Bingham, GC Library
Stanley Hershey, DWD
Brian Mattei, GCIT

Stephen Hart, DWD
Ken Barnshaw, South Jersey Federal Credit Union
Denise Taguwa, NJLWD
Randee Davidson, RCGC
Tom Brown, Mid-Atlantic States Career & Education Ctr.
Kim Alexander, GCIT
Christina Velazquez, GC Planning

Visitor

Frances Harwell, Legal Shield
Becky DiLiscandro, GC Mental Health Administrator
Lou Manzo, Mayor Harrison Twp.

Joanne Patnode, St. John of God
Regina Pryor, NJLWD

Les opened the meeting at 8:30 am.

Salute the Flag

Verification of a quorum was made.

Reading of the Opening Public Meetings Act

A motion to approved March 13, 2019 meeting minutes was made by D. Sulpizio, seconded by T. Bianco.

Oath of Office-Newly Appointed WDB Member

Tom Bianco administered Oath of Office to newly appointed WDB member W. Love.

Guest Speaker

Dr. Fred Keating, President-RCGC unofficially announced Cumberland County College will close on Friday, June 28 and re-open on Monday, July 1 as Rowan College of South Jersey (RCSJ). (*Pending approval Middle States Commission on Higher Education on June 27). The merge will serve Gloucester & Cumberland Counties with the main campus being in Gloucester, accreditation will remain with Gloucester; Cumberland will become a branch of Gloucester. There will be a combined enrollment of 10,000 students. RCGC Board approved a bond for Rowan University School of Osteopathic Medicine to build a component of the medical school on the RCGC campus on Tanyard Rd. RCGC Board approved the Workforce Development Ctr. to be built on the RCGC campus, tenants will

be Workforce Development Board, Economic Development, NJLWD, & GC Chamber of Commerce with a focus on labor & business. This will be the first medical school in Gloucester County and future home of South Jersey's only EDs, MEDs & Commerce corridor, combining education, medical and workforce training programs. Rowan University will be approving the new 10 year MOA between new college and the university. Dr. Keating extended an invitation to the members to attend a ceremony at Cumberland County College on Friday, June 28, 12:30 pm to recognize Rowan College of South Jersey. Rowan Medicine will bring 4 clinics to Gloucester County that will be open to the public, they are pain management, family practice, pediatric specialty, & behavioral science. Dr. Keating would like to expand the Adult Center for Transition to the Cumberland campus. Dr. Keating stated July 1, 12:30 pm, RCGC will hold mini-ceremony recognizing Gloucester's role with the merge, he extended an invitation to the members.

WDB Update

Mid-Year Update & Budget Summary – Michelle reported over the last 10 years as our economy has got better, our workforce programs have grown. As of April 2019, our unemployment rate is 2.9, which is historically low. However, this does not take into account for a few things and as we move forward we will be addressing this. It does not account for underemployment rate-which is typically 3 times the amount of unemployment rate; the unemployed that have exhausted their unemployment benefits; and the labor force has decreased over the last 10 years. This means there are still people that need our help and programs that we need to develop to identify these individuals. We are projected to increase our labor force by 5.1% over the next 5 years and additionally 4.3% over the next 15 years. The April report had over 700 job openings and a recent meeting with Inspira reporting they will have 180 jobs to fill in the future. Michelle stated we are working with RCGC & GCIT to create programs for healthcare and advanced manufacturing industry. Education & government has been expanding as well with Rowan University having over 100 jobs listed. We continue to connect employers with the community through our job fairs, which continue to be successful. We continue to work with businesses through business outreach, by the Business Center at the AJC and business retention visits. To date, we have done 29 recruitments for businesses looking to hire, have done 25 businesses retention visits; held 8 job fair workshops; 3 job fairs including recently for Wedgewood Pharmacy, and a Workforce Summit. Our social media outreach continues to grow, our Facebook page recently hit 500 Likes! We had a recruitment for Wedgewood Pharmacy, we had 9,000 views and 63 shares. The Atlantic City Electric Get Into Energy program hired 8 for various entry-level positions and the linesman training is expected to start this summer. Eileen will be attending the upcoming SETC meeting to receive recertification award and we are in the process of being recertified for our regional plan - Southern NJ Workforce Collaborative Region.

Approval of 2019/2020 WDB Budget – Michelle reported over the last 5 years we have had a total reduction of over \$818,000 and have managed to maintain providing excellent programs and thanked the partners for their understanding when we had to cut their funding. Our total WIOA funding dollars will be \$1,846,561.00, which is a slight increase from last year and WFNJ will be \$1,575,459, which is exactly what we received last year. To date, all our funding has not been received and we hope to add those funds into programming.

The budget was presented and approved by the Resource Analysis & Budget committee on June 10, 2019.

A motion to approve 2019/2020 WDB as presented was made by B. Satchell, seconded by S. Perron.

Brainstorming Session / Underemployment – Les stated even though we see the unemployment rate at 2.9%, we see a population of underemployed. Mike Girone asked each table to discuss what services/programs we can do to help this population.

Table 1 - Municipalities having lack of knowledge of available services for their residents. Inter-departmentally within the County, there is not enough 'cross-pollination' of information. If a resident calls a department, the employees should have knowledge of what other departments' services so we can connect them properly. Invite business & community for 'reverse job fair' approach on programs/services by the County. Educate K-12 that they can go to a technical / trade school for career training, as not everyone is interested in going to college, but still have the option to attend college.

Table 2 – Take the information to the community and underserved as they may not have access to information, support servicing funding; overqualified ageism-there are people that want to work longer but companies look at ‘bottom line’ and want entry level person. People want to make a livable wage, therefore, employers need to be educated on needs, not on \$10.00 per hour when they have to pay mortgages, etc.

Table 3 – how do we find this underemployed person identify them and what do we do for them. Look at the individuals going through unemployment, look at their information by doing a sort/filter...are they working 2 jobs or more jobs or less than 32 hours week (which is defined as underemployed under WIOA), if they do not have benefits, etc. Ideally, reach out by social media, but recognize some do not have access to technology, so look to PSA's, when clients file for unemployment the first time make sure they are reminded our doors are open, even if they find a job. Once the underemployed is ‘found’, we offer them information targeted specifically for being underemployed.

Table 4 – focus on marketing terminology, not always on generic wording, but we have to sell the idea that someone can get a better job! Make services more accessible by offering market technology emails, video conference since transportation is an issue for a lot of people to get to services. Inform high schools, a community about the free services available.

Table 5 – suggested going where the people are by reaching the FBO's, laundromats, farmers markets, etc. Take job fairs to the next level since identifying the underemployed, offer a workshop to do individual assessments with them and connect them with RCGC or GCIT. Entrepreneurship may be an option for those individuals. Talk to employers about offering incumbent worker training using resources from state and county to help them upgrade their individual skills so they may stay within that job and not work 2/3 jobs.

Table 6 – suggested bringing higher paying jobs to the area by building infrastructure that supports higher paying jobs and industries such as technology. Offer more certificate programs. Provide municipalities with information so they can post in municipal newsletters. Partner more with the local Libraries and community centers. More coordination in our social media, newsletters, newspaper, etc. Hold a focus group with those underemployed and find out what their needs are, why they are underemployed and what solutions can help. Do more community outreach.

Susan Perron added some underemployed clients are also receiving other forms of benefits which means they are fearful of losing these other benefits.

Announcements

Tom announced the Disability Advisory Council / GC Chamber will hold a business card exchange on June 26, 2019, 8am-10am at the Center for Independent Living of South Jersey.

The Disability Employment Job Fair & Resource Event will be held July 26, 2016, and job fair workshops are scheduled for July 18 and July 23.

Ralph announced the GC Library System will be kicking off their summer reading program – A Universe of Stories. He reported through a partnership with the county, they hired 2 students from the ACT Center on a part-time basis and have had a great experience with them and plan on hiring them on a part time permanent positions.

Stephen thanked D. Sulpizio/SJ Federal Credit Union for offering information during instructional class on financial/credit literacy.

Wayne announced the First Baptist Church of Jericho Senior Nutrition site opened on Monday, June 3, 2019. The Jericho Senior Nutrition site is an exciting partnership with the Gloucester County Division of Senior Services and will give senior residents 60 years and older access to nutritious meals for \$1.25 Monday through Friday and the opportunity to socialize. This will be the first site of its kind in Deptford Township. The Abilities Solutions Center received a grant for a paid summer internship for about 9 of the students. The internship is from July to August. Deptford Township will provide a temporary place of employment for these students across the street at Most

Holy Redeemer School. Deptford Township bought a building over there that we are turning into a community center. The students will be able to work there 3 hours a day, 5 days a week for the month-long internship.

Susan reported Abilities Solutions received a youth paid summer internship through DVRS grant. It is for 25 students still in school with an IEP between ages 14-21 and will run July 8 – August 16. They will be paid minimum wage, which will be \$10.00 starting July 1, 2019.

Tom Brown announced MASCEC continues partnering with Philabundance by holding a food distribution in Woodbury every Thursday beginning at 1:30 pm at Harrison & Morton Aves.

A motion for adjournment was made by T. Bianco, seconded by B. Mattei.

The next Full WDB Membership Conference will be September 11, 2019.

Respectfully submitted,

Bridget A. DiGiambattista, WDB Staff