

Joint Burlington County Workforce Development Board and EAP Meeting Minutes

Location: Rowan College at Burlington County

Votta Hall, Room 248

900 College Circle

Mt. Laurel, NJ 08054

Meeting Date: Tuesday, July 11, 2017

Scheduled Time: 8:00-9:30 am

Attendees: Kelly West- Workforce Development Board
Anna Payanzo Cotton- Rowan College at Burlington County
Tom Howell- Taylor, Wiseman & Taylor
Zahirah Sabir- Rowan College at Burlington County
Carl Donato- Wawa
Nick Burdick- U.S. Department of Labor
Anika Riley- Rowan College at Burlington County
Linda Bobo- Rowan College at Burlington County
Rich Carpenter- Burlington County Human Services
Leah Arter- Rowan College at Burlington County
Al Campanella- Virtua
Felice Tietz- Rowan College at Burlington County
Alison DeJoseph- Rowan College at Burlington County
Dan Ruotolo- Ruotolo, Spewak & Company
Dave Gehrke- U.S. Department of Education
Lesley Jack- Division of Vocational Rehabilitation Services
Yvonne Payton- AJC New Jersey Department of Labor Workforce Development
Mark Boyd- Goodwill Industries of Southern New Jersey
Raza Gilani- American Works
Tony Mahon- AJM Insurance
John Emge- United Way
Nicolae Borota- U.S. Department of Education
Dave Wyche- Burlington County Bridge Commission/Economic Development &
Regional Planning

- **Call to Order- Tony Mahon**

Tony Mahon called the Workforce Development Board meeting to order at 8:00 a.m. and thanked everyone for coming.

- **Reading of the Sunshine Law- Alison DeJoseph**

- **Approval of April 4 and May 16 Minutes**

Motion to approve of the minutes from the April 4, 2017 Workforce Development Board meeting and May 16, 2017 Economic Advisory Panel meeting was moved, seconded by Al Campanella and approved. Dave Wyche, Economic Development and Regional Planning abstained from both.

- **Combined Workforce Development Board and Economic Advisory Panel Meetings**

Tony Mahon announced that all Workforce Development Board and Economic Advisory Panel meetings will be joint meetings moving forward.

Tony noted that there are several industry representatives from Burlington County present at today's meeting. Introductions were made around the table.

- **Business and Industry Leaders Updates**

Wawa:

Carl Donato mentioned that unemployment is down and that Wawa is using this to their advantage on building teams and moving the internal pipeline up. Wawa will also be building 75 stores over the next year. Carl thanked those in the Workforce Development Institute for helping in the recruitment of Wawa's open positions and asked that applicants note who referred them for tracking purposes.

Tony Mahon referenced Anna and Kelly's recent presentations on what WDI has done throughout the year to impact serving the business community in our region. However, work still needs to be done on how we track our impact.

Virtua Health System:

Al Campanella discussed the question of what will the health insurance national focus do for the healthcare industry. Virtua is relatively stable, but small employers and people paying for individual insurance are under pressure and the future is uncertain with the health insurance federal legislations. Copays have increased for self-paying customers.

Virtua's long term investment is education and they are working with RCBC for over 2 years to help improve health sciences programs such as nursing, where there are more than 300 nurses rotating through, pharmacy technician and medical assistant are in the process of being developed.

In Westampton, NJ Virtua has acquired 100 acres to develop a hospital structure for more medical offices, hospice care and ambulatory services, they plan to break ground at the end of 2018.

Ruotolo, Spewak & Co.:

Dan Ruotolo, who is on Rowan University's board, spoke about the need for upscaling curriculum in the area of finance and accounting. He spoke about Campbell Soup's CFO who said they have reduced the number of internships because many activities are being replaced by digital accounting. There is going to be a need to move toward data analytics so that employees can look at reports to provide good business advice.

Taylor, Wiseman & Taylor:

Tom Howell spoke about how the recession of 2008-2012 affected their industry and how the public sector rebounded, but the private sector work has not. There is a current need of Engineers, Surveyors, CAD Technicians and public sector Civil Engineers. Surveyors require a four-year degree and currently there is only one program in New Jersey that graduates 6-12 people per year. Tom suggested the possibility of creating a satellite program with NJIT to increase the number of graduates with a degree in Land Surveying.

Goodwill:

Mark Boyd stated that there are 165 Goodwill locations in the United States and that it's Retail locations have become a \$5 billion operation. Goodwill is the second largest nonprofit in the U.S. Their main purpose is to recirculate and reduce people's cost. This year has been the best for South Jersey Goodwill and that they serve as a large 'wholesaler' to companies like Etsy and Thread Up.

Goodwill is also in a partnership with Camden County College through it's The Helms Academy (<http://goodwillnj.org/job-training/>), an adult alternative high school, where students can earn college credits and attain their high school diploma. There are currently 120 enrolled. Mark said 15% of the population does not have their high school diploma.

Goodwill also has a division that collects gently used medical equipment and sanitizes, refurbishes and repairs then sold at reduced cost to consumers (<https://www.goodwillhomemedical.org/>). They are also involved in a Mechatronics course to train employees in basic mechanical and electrical repairs. Goodwill has also provided 20 million in grants.

U.S. Department of Labor:

Nick Burdick said that the apprenticeship program continues to develop and expand into new areas such as the healthcare field. There will be several upcoming summits in the areas of: 1.) Transportation, Logistics and Distribution, 2.) Retail, Hospitality and Tourism, 3.) Healthcare, 4.) Life Sciences, and 5.) Mechatronics. In parts of Newark, there is a need for developing a registered apprenticeship for crane mechanics and truck drivers. Nick will provide the dates for the upcoming summits.

• **Partners/Initiatives**

United Way Presentation: Shaping Our Future:

John Emge, Vice President and Regional Executive Director, presented an update on the United Way of Greater Philadelphia and Southern New Jersey. (Power Point attached) Seven regional locations have merged and one more was added this year. In August at Lincoln Financial Field the United Way will be hosting an event where some 40,000 backpacks will be filled for school-aged children (<http://unitedforimpact.org/ways-to-engage/volunteer-companies/signature-events/backpackathon>). John stated that The United Way's main cause is to end intergenerational poverty and reinvest in areas based on poverty levels.

America Works:

Raza Gilani gave background information on how America Works was founded, mission and the services they provide. Their main focus is to help individuals obtain employment through work readiness training, vocational training, career placement, career advancement and employment and retention services. America Works emphasizes 'Jobs First', showing progress in employee's performance, On-the-Job Training and then payment from customers rather the reverse. They provide industry recognized credentials such as ServSafe. America Works is also involved with RISE UP in Philadelphia.

Authentic Happiness is a professional development curriculum, based on Positive Psychology, which America Works provides to customers. Raza reviewed several aspects of the curriculum and other personal and professional exercises that they focus on when working with customers/employees: there is good in everyone, finding your strengths, neuroplasticity, grit and engagement.

Before concluding, Raza challenged everyone to complete Step 1 in an exercise to increase finding your strengths by naming what you believe are your top five (materials attached). At the next meeting, Raza will assess how accurate the results are by using the Gallup StrengthsFinder tool (www.gallupstrengthcenter.com/). Anna Payanzo Cotton stated that WDI is looking into implementing this part of the program into the Adult Basic Education division.

- **Workforce Development Board/Institute Update**

Kelly West distributed copies of the review finding regarding our local plan submission (attached). The revisions will be made as requested and a complete copy of the revised 4-year plan for the WDB will be provided with the minutes when complete.

Anna invited everyone to participate on one of the many advisory panels that have been formed: Transportation, Logistics and Distribution, Advanced Manufacturing and an Information Technology planning group. There continues to be ongoing working groups with healthcare partners.

Tony mentioned the upcoming Healthcare Industry Career Fair on Tuesday, July 18 2017 from 11 am to 2 pm at the John F. Kennedy Center in Willingboro, NJ (flyer attached). If interested please contact (856) 242-5602.

Anna also thanked everyone who has been a part of the Business Leader Roundtables and surveys helping to move forward the Classroom to Career initiative at the Willingboro Campus. Currently there are six certifications (<http://staff.rcbc.edu/willingboro/>). The Business Leader Speaker Series is being finalized and Anna invited everyone to participate. If interested please contact Zahirah Sabir at (856) 222-9311 x 2001 or zsabir@rcbc.edu.

- **Open Discussion**

Carl Donato asked if there were any updates on growth in Burlington County and Tony Mahon said he would research that topic for the next meeting.

Al Campanella asked Kelly West if there was any implications from the new State Budget on the WDB. The cuts in general were 10.5 %. Kelly stated that cuts to her area were 7-8%, but she spoke with others who received 30-50% cuts.

Anna invited everyone to attend the grand opening of the Student Success Center on September 14, 2017. Invitation forthcoming.

Tony Mahon thanked everyone for coming.

The meeting adjourned at 9:30 am