

## Meeting Minutes: WDB Full Board

October 10, 2017 | 400 Paramus Road, Paramus, NJ 07652 | Bergen Community College TEC-128

### Attendance

Member (Alternate)	Organization	Feb 28	Apr 18	Jul 11	Oct 10	Total
Lynn Bartlett	Housing Authority of Bergen County		X		X	2/4
Maxine Becker (Jorge Delgado)	Bergen One-Stop Career Center, DVRS	X	X	X	X	4/4
Steven Blumenthal	MBAF CPAs, LLC	X	X	X	NA	3/4
Mark Bocchieri	Verizon	X	X	X	NA	3/4
Robert Calocino	Bergen County Board of Social Services	X	X	X		3/4
Gerard Carroll	Bergen County Technical Schools	X	X	X	X	4/4
Maryann Cavallo	Speech Language Specialist	-	-	X	X	2/2
George Charne	Hunter Group CPAs, LLC	X	X	X	X	4/4
Joanne Cimiluca	County of Bergen, Economic Development	X	X			2/4
Dr. Allan DeGiulio (Figen Tabakci)	Greater Bergen Community Action, Inc.	X	X	X	X	4/4
Etta Denk	Bank of America	X	NA	NA	NA	1/4
Martin Devaney	Human Resources Executive		X		X	2/4
Thomas Eastwick	Eastwick College			X	NA	1/4
Patrice Goldfarb	Employee Benefits Advisors Group	NA	X	NA	X	2/4
Walter Hecht	WCH7 Consulting	X	X	X	NA	3/4
David Hollenbeck	PSE&G	X	X	X	X	4/4
Jayne Jacobson	SCORE Northeast NJ	X		X	X	3/4
Lorraine Joewono	County of Bergen, Senior Services		X	X		2/4
Shannon Lazare	M&T Bank			X		1/4
Dr. Howard Lerner (John Susino)	Bergen County Technical Schools & Special Services	X		X		2/4
Jane Linter	County of Bergen, Human Services	X	NA			1/4
Jackie Lue Raia	ALEXENA Consulting Consultant to Villa Marie Claire Residential Hospice	X	X	X	X	4/4
Brian Maher	Berkeley College	X	NA			1/4
Lori Margolin (Lisa Fiore)	Goodwill Industries of Greater NY and Northern NJ	X	X	X	X	4/4
Amanda Missey	Bergen Volunteer Medical Initiative (BVMI)	X	X	X	NA	3/4
Norah Peck (Sharon Rosario)	NJ Department of Education, Bergen County			X	X	2/4
Dr. Anne Prisco (Michael Szarek)	Felician College	X	X	X	X	4/4
Damaris Ramirez	The Healthcare Network	X				1/4
Michael Redmond (Christine Gillespie)	Bergen Community College	X	X	X	X	4/4

Michele Talamo	Human Resources Consultant	X	X	X	X	4/4
Kevin Tarantino	SUEZ	-	-	X		1/2
James Tedesco (Marc Schriecks)	County of Bergen, County Executive	X	X	X		3/4
Jim Thebery	County of Bergen, Disabilities Services	X	X	X	NA	3/4
Vince Vicari (Kathleen Cronin)	Bergen Small Business Development Center (SBDC)		X	X	X	3/4
Kathy Walsh	Arc of Bergen & Passaic	X	NA	X	NA	2/4
Patrick Welton (Joseph Horowitz)	Residence Inn Marriott Saddle River	X	X		NA	2/4
Paula Wills	Bergen One-Stop Career Center, Employment Services	X		X		2/4
Tracy Zur	County of Bergen, Board of Chosen Freeholders	X	NA	X	X	3/4
<b>Advisory Members (Non-Voting)</b>						
Greg Janz	Bergen One-Stop Career Center	X	X	X	X	4/4
Tedd Kochman	Littler Mendelson, P.C.	X				1/4
Vincent Morelli	Aflac	X				1/4
Dan Ritson	Wasch & Ritson LLC	X	X	NA		2/4
Lou Weiss	WFM Project & Construction Assoc., LLC					0/4
<b>Staff &amp; Standing Guests (Non-Voting)</b>						
Tammy Molinelli	Bergen County Workforce Development Board	X	X	X	X	4/4
Carol Polack	Bergen County Workforce Development Board	P	X	X	X	4/4
Sandy Sroka	Bergen Community College/Literacy Committee Chair	X	X			2/4
Donna Todd	Bergen One-Stop Career Center	X	X	X	X	4/4

**Legend:** (X) Present; (P) Phone; (NA) Notified Absence; (blank) Un-Notified absence; (-) Not Applicable

**Additional Guests:** Carmen Pichardo, John Taggart, Michael Marchetti, John Fugazzie, Lynda Wolf, Sereena Singh, Marwa Elgendy, Raymond Vaccari

- ❖ **Meeting Opening.** A. DeGiulio called the meeting to order at 8:50 am with a roll call vote, Pledge of Allegiance and introductions. There was no quorum.
  
- ❖ **Guest Presentation: Transportation, Logistics, and Distribution (TLD) Talent Network.** John Taggart, NJIT, Carmen, Pichardo, Co-Director TLD were present. TLD has two main components: Transportation (Air, Rail, Water, Truck, Transit/Passenger, Support); and Logistics and Distribution: (Wholesalers, Warehousing). This area employed 370,260 workers last year, 11.2 percent of private sector workers. Average salary: \$73,325. Most of the employment for TLD is in Middlesex, Bergen, Essex, Hudson, Morris and Union counties, accounting for 61.3 percent of TLD jobs. Internet language is often a barrier for jobs in warehousing because of unique job titles: people who are qualified are not applying. Industry Needs: CDL truck and passenger endorsements; warehouse managers; forklift drivers, loaders, automotive/diesel mechanics Industry Valued Credentials are driven by the employer. Some prefer workforce experience instead. Some are driven by professional organizations. Demand jobs: Supply Chain Analysts, Logistic Analysts, procurement specialists, purchasing managers, sourcing managers. Technology includes automation, drones, driverless cars. HR is looking for, flexible and adaptable workforce. The Board discussed partnering with the TLD to identify companies in need of staffing for a potential customized training program; and outreaching to high schools to inform students of these alternate career paths.
  
- ❖ **Approval of Consent Agenda.** Absent a quorum, this item was tabled.
  
- ❖ **Treasurer Report (George Charne).** Financial information for the period July 1-September 30, 2017 was distributed prior to the Board Meeting. 69% of the \$7,293,000 budget has been obligated. The reduction of approximately \$830,000 created a challenge and deficit in the administrative budget. Currently BCTS and County are working on a plan. G. Charne is optimistic this will allow us to keep administrative staff and keep same amount of service. Some funds were able to be carried over, and he expressed gratitude for BCTS' assistance with the budget. Adult/Dislocated represents 50% of funding; Youth 21%; WFNJ 18 percent; WLL 3 percent. Administration is 8 %. The One-Stop met all goals this period. 854 clients are in the system for WIOA training; 104 for WFNJ and 55 for WLL. The WDB monitors effectiveness of One-Stop programs. Information is being gathered on cost per client and placements for the next meeting.
  
- ❖ **One-Stop Director's Report (Greg Janz).** Placements are not available because Future Works, which provides the analysis, is in the process of creating a new dashboard, which will be ready in October. G. Janz reported we refined the costs per client. 291 individuals have been through the Conover Soft Skills Conover program from when the program began in the Spring through late September. G. Janz shared this program at the recent GSETA Conference. In November, there will be a meeting with all State organizations, and the County Board of Social Services, regarding the WFNJ program. The State is looking for everyone in the field to improve program. WFNJ Counselors will now meet with self-sufficient clients to put them into training. Three individuals have been identified this month, and placed in training.
  
- ❖ **Committee Reports:** A. DeGiulio opened the floor to Chairs.

- **One-Stop Committee, Business Development & Marketing Committees.** T. Molinelli noted with 50-plus Board Members and nine committees, the WDB looked to stream-line. The Youth Committee and Literacy Committees transitioned into Business Development and One Stop Committees. Howard Miller, the State official who oversees the Business Service Reps, will be coming to the One Stop to talk about Salesforce. The One-Stop Committee is taking a deep dive into the WFNJ program, looking at ways to support individuals who want to change their lives. T. Molinelli will be teaching a workshop on limiting beliefs, to identify what is holding these individuals back. The Committee will include more front line staff, and develop a survey to gather feedback about the program. Jill Ippolito will head the Marketing Committee. One initiative is to talk about the Board's work, to share remarkable stories. The Committee will use technology and You Tube. A survey was distributed to WDB members to facilitate this project. Another marketing campaign will be developed for alternative careers for youth. D. Hollenbeck commented that schools are rated on how many kids go to college, and many students may feel they are failures if they aren't planning to attend. Companies such as PSEG will pay to send an employee back to school because it is an easier career path to hire from within. He wants guidance counselors to direct students to alternative careers if college is not their option.
- **Disability and Governance Committees, and Bergen Employment Network (BEN).** C. Polack reported the Disability Committee hosted an interesting presentation on hearing loss. The Committee is working on a new business outreach approach with DVR. A flyer was developed on the benefits of hiring individuals with disabilities. The Committee is working on a new reporting mechanism for Project Search to identify employability skills, and placement in jobs after program. The Advisory Committee decided to hold off on third site for several reasons. DVR has a hiring freeze and staff is maxed out. The site was going to be for adults, but a lot is going on in DDD. For the two youth sites, the Committee will market more to parents. The End of the Year survey was distributed: 12 out of 19 are employed; 7 within the business, 5 within the community and 2 are continuing on to training programs. 8 students will attend the HUMC site and 8 will attend Holy Name. The WDB's first Employer Recognition Award will be given on the 27th. The Governance Committee is revising the Conflict of Interest policy; a draft was sent to subcommittee. There will be elections next year, for Vice Chair & Chair, held during the 2nd meeting of the year. The Annual Report is in progress. A new logo and recruitment flyer have been developed to get more individuals involved in BEN. This has developed into a great resource to help people get employed.
- ❖ **Executive Director Report.** T. Molinelli reported the County & One Stop had a successful Job Fair. We received feedback from 114 business; the large majority felt it was a rewarding experience in finding talent they needed. There were 14 no-shows; and 5 who came who didn't have a table. Positions where employers couldn't find suitable candidates included: Specialty Nurses, LPNs, Security Guards, Printsmen and Retail. Individuals were happy with customer service positions. D. Todd said companies would like more Job Fairs though the year, including more targeted ones, such as for health care, manufacturing, etc. The Board discussed several networking groups that target specific professions, including Neighbors Helping Neighbors. T. Molinelli was invited to attend a session on "jobs of the future" which suggested millennials get with an organization they like, work hard, and see how they can add value. The County of Bergen is applying to be chosen for Amazon Corporate Office for a site in Lyndhurst, which

will be filled with \$100,000 plus employees. A national RFP was issued, and Bergen will send in a proposal. T. Molinelli is meeting with Triple Five/American Dream to supply the approximately 12,000 jobs available when the facility opens in March 2019. 2,000 people in administration/management will begin working first. She is speaking with Aaron Fichtner to create a satellite office in BCC Lyndhurst for this initiative. She is also working with the Youth Services Commission, targeting kids with needs. The group is looking for a business to volunteer to work with these kids. Economic Development worked with the Daily News to have an updated spread focusing on Bergen County published later this week.

❖ **Old Business.** None.

❖ **New Business.**

- M. Devaney described his own alternate career path which delayed college. He is now attending Ramapo College, taking a course on organizational management. M. Devaney and three students have chosen the WDB as their thesis project and will be doing a SWAT analysis and assessment of the social impact of this organization.
- A. DeGiulio credited the extraordinary number of employer surveys received at the Job Fair to D. Todd and J. Ippolito who coordinated the effort. He received a draft MOU from BCTS, prepared by County Counsel, and has distributed it to members of the Special Review/RFP Committee. He requested a written response from those members, so that the WDB could collectively put together a response to that document. The WDB is one of three signatories, which also includes BCTS and the County Executive.
- New Business: Vince Vicari, informed the Board about the Cyber Resilience Conference at Ramapo College of New Jersey SBDC on Wednesday, November 8th. This focuses beyond security, and what to do when something happens. 250 are seats. This is a very important issue for small businesses, which can't quickly recover from a cyber incident.

❖ **Adjournment.** D. Hollenbeck made a motion to adjourn at 10:15 am, seconded by P. Goldfarb and it was unanimously approved.