



**Disabilities Issues Committee Notes
Tuesday February 21st, 2017 9:30am-10:30am**

Chairs: Josh Bornstein-UCESC and Leila Molaie-DVRS/Elizabeth

Members: Virginia Cinnatus-Elizabeth American Job Center, Cyndy Walsh-Rinzler-Inroads to Opportunities, Onekia Gier-Community Access Unlimited, Isaias Rivera-UC WIB Center, Adam Kubler-Project HIRE (Arc of NJ), and Louis Hoffman-NJTIP at Rutgers, Lisa Fiore, Goodwill Industries of NY-NJ.

1. Mission Statement
 - a. Leila emailed all a copy. Please review before next meeting and send any suggestions for revisions. We want to finalize at next meeting -- then give to Liz to document and update on website.

2. Next steps in developing "traveling presentation" that can be delivered to individual businesses and at chambers of commerce around the County educating them about the advantages of hiring individuals with disabilities
 - a. Asked for volunteers to help work on each part of presentation
 - i. Address misconceptions about workers with disabilities (JOSH)
 1. Short opening video clip (i.e. "The Interviewer"?)
 - ii. List advantages of hiring individual with disabilities (HARRY/CYNDY)
 - iii. Testimonials from current employers (ONEKIA/FREDIA)
 - iv. Provide an overview of support services available at no cost -- to the employee AND the employer
 1. Agency job coaching/training support (LISA)
 2. Workforce Opportunity Tax Credit (ADAM)
 3. On the Job Training Grants (ISAIAS/LEILA)
 - a. DVRS funded OJT may be more appropriate.
 - v. Overview of WIB Center as resource for employers who want support with outreach re: recruitment/hiring needs (ISAIAS)

3. Establishing annual awards to recognize businesses/organizations across UC who demonstrate leadership in the area of inclusive hiring and employment.
 - a. All agreed that agencies providing Supported Employment services should be sent nomination forms to submit.
 - b. Ideally we honor at least two businesses.
 - c. Need a narrative description of nomination criteria

- d. **DI Committee will then vote to determine honorees**
 - e. **Targeting Oct/Nov Recognition Ceremony...possibly in conjunction with another WDB event or at a WDB meeting? Maybe Kean U?**
4. **Assess services offered via the American Job Centers/WIB Center to ensure they are accessible and optimized for individuals with disabilities.**
- a. **Discussed the need to examine referral process from American Job Center to DVRS.**
 - b. **Could DVRS rep attend Tuesday orientations?**
 - i. **Virginia and Leila to discuss.**
 - c. **American Job Centers and WIB Centers should feel free to contact the committee for any assistance/needs related to providing accessible and optimized services.**
5. **Next Meeting Date is Thursday, April 6, 2017 from 9:30-10:30 at DVRS Office located at 921 Elizabeth Avenue.**



New training +
apprenticeship program

The overarching goal of New Jersey's Talent Development Strategy is to increase the number of residents with an industry-valued credential or degree. This goal will be achieved through the development of High Quality, Employer-Driven Partnerships, and integrated investments. New Jersey is focusing investments and programs on building partnerships that provide career pathways to jobseekers and students and help increase the number of individuals with an industry-valued credential in New Jersey's very strong healthcare sector.

MISSION: Equip unemployed and incumbent workers with high-quality standardized healthcare training programs in the State of NJ, individualized counseling, and supportive services.

OBJECTIVES:

1. Serve as conveners for expanded high-quality, employer driven partnerships
2. Drive the development of career pathways and determine industry-recognized credentials via information collected from employer partnerships
3. Develop and standardize healthcare curricula throughout the state of New Jersey
4. Provide healthcare industry focused training for dislocated workers and current employed/incumbent workers
5. Develop basic workforce readiness programs, including national credentials tied to contextual job skills
6. Vocational training aligned to employer needs – real skills for real jobs leading to stackable national and industry recognized credentials, and
7. Culminating in On-The-Job Learning and other work experience programs. This holistic approach ensures that training is tied to real jobs in NJ's healthcare sector and allows individuals to continue building their skillset throughout their career.

PROJECTS:

1. New Jersey Health Care Talent Network (NJHCTN)
2. Apprenticeship Programs
3. Job Development Programs
4. Pathways and Industry Recognized Credentials
5. Greater Newark Healthcare Coalition
6. United Nations Task Force: Sustainability of CHW in Newark

RESEARCH:

1. **Physician Survey:** As part of Greater Newark Healthcare Coalition we are assisting Barnabas to conduct a survey of primary care providers in Greater Newark area. The purpose is to better understand current and projected primary care capacity in Greater Newark area. Additionally the GNHC will like to learn more about basic practice characteristics of primary care practices in Greater Newark and to understand incentives or barrier to practice in Newark.
2. **Nursing Survey:** NJHTDC will undertake a survey of employers to determine the need for special programs to prepare new graduate RNs and current RNs for work in specialty areas. The goal is to better understand the need for specialty care nurses by specialty, work site and geographically throughout the state to develop programs to meet the current and future employer needs.
3. **Skill Gap Needs Assessment Survey:** New Jersey Health Care Talent Network at Rutgers University School of Management and Labor Relations is conducting this survey to assess the training needs of healthcare organizations. The survey response will help us determine how we can partner with employers in providing partial funding from the Department of labor and Workforce Development to fulfill the needs.

Disabilities Issues Committee 2/21/17

Leila Molae

DVRO

908-965-3941

Harry Jones

In Roads to Opportunities

Elizabeth Paskerica

WDR

908-527-4446

Freda Mahinnie

CAU

908-354-2046

Virginie Cinnatus

WORKING

(908) 358-8000 ext 3271

Zinnia Johnson

Goodwill

(973) 474-2003

Louis Hoffman

NJTIP Rutgers

201-616-8623

Isaiah Rivera

UCC

908-355-4444

Josh Bornstein

UCESC

718 644-9263