

UNION COUNTY WORKFORCE DEVELOPMENT BOARD
DISABILITIES COMMITTEE

Cyndy Walsh Rintzler, CHAIRWOMAN

MEETING MINUTES: TUESDAY, May 3rd, 2022 10:00AM

Via Zoom <https://zoom.us/j/92545250978?pwd=QXhab2c4ZIRFOHBJM2VrUnN0dCtLUT09>

Committee Members

1. Adam Kubler, Project Hire
2. Cyndy Walsh Rintzler, Inroads for Opportunities
3. Gino Elmarassy, Union County American Job Center
4. Pamala Mata, Union County American Job Center
5. Rebecca Micial, Arc of Union County
6. Donna Farrell, Union County Division on Aging
7. Nasrene Mondol, Union County American Job Center
8. Perle Almeida, Union County American Job Center
9. Samantha Pica, Family Resource Network
10. Christine Backiel, Bridgeway Health Career Services
11. Arc of Union County Self Advocate Fidaa'a
12. Arc of Union County Self Advocate Quaranna
13. Diana Calle, Office for Persons with Disabilities & Special Needs

UCWDB Staff

Meredith Barracato

Meeting Summary

I. Welcome & Introductions:

Chairwoman Walsh Rintzler welcomed everyone to the Disabilities Committee and thanked them for participating. All committee members did a brief introduction.

II. Approval of March 15th, 2022 Meeting Minutes:

Perle Almeida made a motion to approve the March 15th, 2022 meeting minutes. Christine Backiel seconded the motion. Diana Calle abstained.

III. Arc of Union County Self Advocates:

Fidaa'a and Quaranna who are twin sisters introduced themselves and shared with the committee members a little background on who they are and what they do during the day. Rebecca Micial asked the women questions and thanked them for participating.

IV. Union County Department of Aging:

Donna Ferrell discussed the various services the Department of Aging has to offer individuals who are 55 and older. She shared with the committee a

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resource guide and reviewed a few of the opportunities such as utilities assistance, reduce prescription program, food assistance program, etc.

V. Project Hire:

Adam Kubler discussed the supportive employment program that help individuals with Disabilities get competitive integrated employment. The Arc of NJ helps people find the employment and assess the assistance needed to get the individual the job. Adam Kubler added once someone is hired they are assigned a job coach who can assist with job training in the beginning of employment.

VI. Labor Market Trends:

Meredith Barracato reviewed a few slides that discussed the top five priorities for HR leaders for 2022. Meredith Barracato added many companies are looking to be more adaptable, invest in their future leadership, and the need for more women, minorities, and those with disabilities. Meredith Barracato discussed the Pepsi Act which is an initiative that Pepsi Co has been working on by providing their managers and supervisors with training on interviewing, supervising, and retaining individuals with disabilities.

Meredith Barracato shared with committee members the information on Disabilities Solution website which has information on the employers who have Diversity, Equity, and Inclusion departments. Meredith Barracato added the website also offers workshops such as Interviewing Tips and Mock Interviews with Disability Solutions.

VII. Sub- Strategies Review

Chairwoman Walsh Rintzler discussed the importance of having feedback from committee members to develop new sub strategies. Adam Kubler mentioned it is difficult to get into the door for many job sites. He added that employers are worried over liability concerns especially for assessments which are unpaid work experiences. Samantha Pica mentioned there were certain requirements such as a TB shot that employers had that benefits certain job sites from working with persons and to advocate to DVR on the challenges with some requirements. Adam Kubler shared creating a fact sheet on what employers are scared about hiring someone with a disability and offer them suggested job task. Chairman Walsh Rintzler mentioned there was lots of unintentional stereotyping that needs to be dispelled. The committee

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members mentioned the following sub strategies should be created to help build better relationships with employers.

- Create information packet on trial work experience for job sites which include fact sheet on liability concerns, suggested job tasks, & provide assurances.
- Increase outreach to community/private organizations to develop new job sites.
- Introduce employer interest/info seeking Survey- What is your experience, concerns, interest in, what would help you. Information gathering to create an FAQ.

VIII. On the Job Training Policy:

Meredith Barracato reviewed the slides on the new Workforce Development Board On the Job Training Policy. One the Job training OJT provides reimbursements to employers up to 50% of wages (not to exceed \$10,000 over six months) to help compensate for the costs associated with skills upgrade training for newly hired employees. Chairwoman mentioned the OJT program sounds like a great opportunity for many employers to take advantage especially those employers who have had some challenges during COVID.

IX. Committee Member Updates:

American Job Center: Pam Mata shared with the committee the information on the Pepsi Co hiring event and discussed the Disability Job Fair they are hosting on October 5th 2022.

Inroads to Opportunities: Chairman Walsh Rintzler discussed the summer youth program initiative.

Family Resource Network: Samantha Pica mentioned they are focused on hiring job coaches and they have seven participants in the program.

Arc of NJ: Adam They are wrapping up the project search program. They had nine students participate and are started to place them in jobs.

Arc of Union County: Rebecca Micial mentioned she is new to the organization and they are receiving a lot of referrals and trying to get their clients in employment.

Office for Persons with Disabilities & Special Needs: Diana Calle mentioned her department has been working with the AJC on setting up the job fair.

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X. Meeting Schedule 2022: The following information was shared in a slide.

- Thursday July 7th 10:00am
- Thursday September 8th 10:00am
- Thursday November 3rd 10:00am

XI. Committee Adjournment: