

UNION COUNTY WORKFORCE DEVELOPMENT BOARD
DISABILITIES COMMITTEE
Cyndy Walsh Rintzler, CHAIRWOMAN
MEETING MINUTES: Thursday September 8, 2022 10:00AM

Committee Members

1. Adam Kubler, Project Hire
2. Cyndy Walsh Rintzler, Inroads for Opportunities
3. Rebecca Mical, Arc of Union County
4. Nasrene Mondol, Union County American Job Center
5. Robert Croom, Union County American Job Center
6. Perle Almeida, Union County American Job Center
7. Ed Faver, DVRS
8. Christine Backiel, Bridgeway Health Career Services
9. Diana Calle, Office for Persons with Disabilities & Special Needs
10. Josh Bornstein, UCESC Project Search

UCWDB Staff

Meredith Barracato

Meeting Summary

- I. Welcome & Introductions:**
Chairwoman Walsh Rintzler welcomed everyone to the Disabilities Committee and thanked them for participating.
- II. Approval of May 3, 2022, Meeting Minutes:**
Josh Bornstein made a motion to approve the May 3, 2022, meeting minutes. Ed Faver seconded the motion.
- III. Competitive Integrated Employment:**
Meredith Barracato reviewed Federal Joint Communication to State and Local Governments: Resource Leveraging & Service Coordination to Increase Competitive Integrated Employment (CIE) for Individuals with Disabilities. Meredith Barracato shared information on the characteristics of competitive integrated employment and the use of blending, braiding, and sequencing.
- IV. Best Practices for Creating an Inclusive Workplace:**
Meredith Barracato reviewed information from Adam Grant's podcast "It's time to stop ignoring disability." Meredith Barracato highlighted Common causes for underemployment in the disabled community and ways to overcome them. The three common causes that were reviewed are the following;

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- Attendance
- Poverty
- Post Traumatic Social rejection

Josh Bornstein mentioned that the interview process would be something that employers must consider when working with individuals with disabilities, and the strategies mentioned should be incorporated into the interviewing process.

Ed Faver mentioned he agrees accommodations are being requested more by staff to help with childcare needs. He added that his work in the theater industry allows him to use a more open, welcoming situation for a person to be more comfortable working in the theater. He added that this form of interviewing is a shift in the power dynamic.

Meredith Barracato reviews a Department of Labor guidance for employers to incorporate best practices in their service delivery. A detailed list of practices is attached to the presentation.

V. Union County Job Fair:

Diana Calle could not attend the meeting, but Robert Croom offered details on the upcoming job fair at Warinanco Skating Rink on October 28. He mentioned that a flyer would be sent to everyone next week.

VI. Sub-Strategies Review:

The committee reviewed the seven sub-strategies. Chairwoman Walsh Rintzler mentioned the need to create breakout groups for the next meeting, and if there is someone in the agency that has input, please refer them to the next meeting. Robert Croom and Chairwoman Walsh Rintzler mentioned they would be following up with staff members and getting someone to sign up for a sub-strategy.

VII. Committee Member Updates:

American Job Center: The American Job Center is open and working with Diana Calle on the upcoming job fair mentioned above. Chairwoman Walsh Rintzler if someone from American Job Center can go to their site to discuss AJC services.

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Inroads to Opportunities: Chairwoman Walsh Rintzler mentioned that Inroads would be having a fundraising event and that they are constantly hiring. Meredith Barracato asked if NJ has a program that educates families aging out on what to do after high school. The chairwoman mentioned NJ did not have a system, but many programs have their own method of educating new families. Adam Kubler mentioned that the Arc of NJ has an in-house program that helps new families apply for DDD. The general model of DDD have shifted from case manager but are now more support coordinators. The chairwoman added that they have support coordinator training.

Bridgeway: Christine Beckiel they are also hiring and have had to hold off on referrals. She added that they are looking forward to the job fair in October because their clients will be participating.

Arc of NJ: Adam Kubler mentioned a severe shortage and has to stop referrals. They are also excited about the upcoming job fair.

Union County ESC: Josh Bornstein mentioned a work readiness academy expanding to more kids across the county.

Arc of Union County: Brandon they have been growing in referral and have recently hired new employment coaches. They have recently partnered with Children's Specialized hospital for per diem positions like security, front desk, etc. They will be doing a make-shift job fair to help fill those positions. Meredith Barracato thanked Brandon for sending the sister to attend the next meeting. Brandon mentioned that they are

DVRS: they have a new staff on board to help clients in Linden and Hillside. He mentioned that they had many issues with hiring. He mentioned he would resume their meetings and asked anyone interested to email him to attend.

VIII. Meeting Schedule 2022:

- Thursday November 3rd 10:00am

IX. Committee Adjournment: