

Atlantic County Workforce Development

Atlantic County WDB
One-Stop Career Center
2 So. Main Street
Pleasantville NJ 08232

Phone: (609) 485-0153 Ext. 4853
Fax: (609) 485-0067
Email: Alicia.Oatman@dol.state.nj.us

ATLANTIC CAPE MAY WORKFORCE DEVELOPMENT BOARD EXECUTIVE COMMITTEE MEETING

2 South Main Street, Pleasantville, NJ 08232
2nd Floor Conference Room

May 26, 2016 @ 9:00 a.m.

Members:

Dan Konczyk
George Plewa
Peggy Quinn

Fran Kuhn
Riaz Rajput

Rhonda Lowery
Ellen Hohmann

Elizabeth Denham
Dr. Mora

Staff:

John Fata

Alicia Oatman

Guest: Eileen Dembling and guest Paulette Mayo and guest

Call to order @9:09am

Welcome Riaz Rajput, Chair

Review of the previous minutes. George P. gave a motion to receive minutes as written without changes and Fran K. seconded.

Rhonda L. gave an introduction of our guest and a prelude to what the presentation would be such as scores, education, and levels for testing.

Presentation:

Eileen Dembling from Allied Health Training Institute gave stats and testimonials regarding the training school and its effects that will/is having on the students. The TABE Test requirement scores for CNA are currently making it difficult for customers to enter into training. She states that the qualification scores which are: Reading 9 and Math requires a 10 score in order for the customer to proceed in the course. Eileen would like the scores to go back to the original scores because it's hurting the agencies. **(See hand out attached)** Stats show that 6% failed last year while 4% achieved a high school degree. Eileen states that free is available and Wells Fargo does presentations to the customers on financial planning and schools are successful to assist customers to obtain gainful employment as well as employment opportunities for med techs.

Paulette Mayo- states that H.S. Diploma's do not determine levels of trainings. **(See attached)** PRN training understand the levels of scores however Paulette states that she provides more. Increasing the TABE scores has a negative effect on students, the employer community and residents suffer.

Carol Hutchison- States that she teaches CNA AN CHHA students and the Medicare clients suffer because she cannot get students due the scores being the way that they are.

Lula L. - feels that it's personal due to her family member owning a business that cared for the elderly. Education does not always promote compassion. Please re-examine the scores.

George S. - states from an agencies perspective quality care is vital. Enrollment has decreased and it has an adverse effect. Many students are single mothers so please think about the employment aspects rather than education. Care is the key and principal thing in the Healthcare arena. He does not want to lose students due to scoring but rather gain serious minded people. Regulations are stringent however we comply but we need to protect the customer through state Regulation. This is a stepping stone for many people so please don't make it difficult. Education is not a factor at all but care is and stats are important.

Tiffany Timberlake a student that attended Paulette Mayo's School is successful caring for her family member. She's currently a Direct Support Personnel Staff member and was given the opportunity to attend Stockton State University to further her education in hopes to open her own business all due to her schooling. She had low test scores however this is why she will open her business so that she can train CNA and CHHA students. She believes that the scores should be lowered based on her own experience.

Arlene Grosch- stated that sometimes the reality does not fit the analysis. The reality of stats are captured in a student's life. So please go back to the 7 Reading and 10 Math score.

Darlene Ratan- works closely with PRN Training center and she states that they are the best students without a high score. Very focused on caring for the patient. They have people that work 10-20yrs and if required to re-take the TABE those individuals would not pass.

Samantha- is a One Stop customer thanked the agency for funding training. TABE scores at ACCC are 7 for reading and no math requirement. Ellen Hohman informed everyone that this is due to the fact that ACCC is servicing these students. We need outcomes; if the person is being trained and not getting employed then it defeats the purpose.

Riaz- asked for stats from **Eileen** however she informed him that she could not provide them at present. **Riaz** said that it affects us as well but stats are necessary and should be forwarded to us (the board). Lula said that there is a shortage with 5 open positions. **Paulette M.** then provided documentation of certs and employment. 30 students, 21 employed, and 5 in tutoring. There is no charge if a student does not pass. She currently has a partnership with Lindwood Nursing Home. For those students that want to work she assist them in becoming employed. She is also seeking to institute Job Coaches to assist student in keeping their jobs.

Ellen H. - Too much money is put into training however CNA's are not working. **Mona T.** stated that we keep data and from the survey we looked at who got a job also who kept the job from training. After checking scores which were high in the 11's we negotiated to get the scores down to 9-10. When a customer completes school and or training they are taken out of the system. We must think of a career pathway regarding all trainings. CNA employment will always be a need due to the turn-over rate being high. **George P.** stated that this is about cost vs. care. **Rhonda L.** states that we must perform to get funding to send customers to training so that they can become employed. Funding now is that we do retention to see a year from now if they are still employed in the field of which they were trained.

George P. then asked is an increased score a career pathway; a guest student suggests that the state test should be less than 6mos rather than a year. **Paulette M.** asked what happens with those that can't get the required score. **Mona T.** response: if a person scores a 7 we look at the work history and if we believe that they are serious/committed but have a low score they will go to training and get employed.

Fran K. - the major issue is a gap between training and employers. The solution is employers need to come to the table and inform the One Stop of open positions. The Labor Pool is good for two years.

Rhonda- stated that the board will take all concerns presented today into consideration and it will be determined if this will go to the full board. **George P.** Thanked everyone for his time on the board and expressed that raising the scores had been discussed at a meeting prior to this and the sentiments were somewhat of the same. We need to work hard on retention because we are responsible for the training dollars always looking to see where we are most effective. **George P.** also states that one of the major issues is Career Pathways and this should not apply to all customers; the goal is to get our customers in a position to advance. **Eileen D.** states that at this point her school has taken a 60% cut. She asked that she see scores so that she can re-teach her school also childcare is an issue. **Paulette M.** is working with employers however she can only train from the One Stop and in order to do so she is in need of customers therefor how quick will the vote be made regarding the scores? **Ellen H.** states that in order for us to take it to the full board we need to have stats.

Rhonda informed everyone that the numbers were listed anonymous for example school A school B. She stated that she will contact **Eileen D.** for the stats and will present it to the full board for recommendation. Rhonda will also speak with the healthcare committee regarding these concerns and if they want to meet **Eileen D.** will be contacted. **Paulette M.** asked that employers be invited to that meeting as well.

Riaz R. thanked all our guest ended this portion of the meeting.

Financial Report: Our target is 83%; we are a month behind the report to date, we are a little over \$3 Million. **George P.** pointed out an error on the report and **John F.** explained that there is a new system however he will make the correction. **Riaz R.** questioned the 20% regarding the year to date figure. **John F.** explained that the contracts/invoices are not always submitted in a timely manner. **Fran K.** explained that there are many invoices are being worked on now that's not reflective of this report. **Rhonda L.** states that we have more than 1600 people to service with enough available slots.

Fran K. report- A large invoice from Stockton is being prepared however this population is challenging therefore we are working to give the resources to our customers so that they become engaged. Riaz stated that the report does not reflect the work that's put in. Rhonda L. states that beginning July 1, 2016 all reports and stats will be documented in the OSOS system which will be more effective.

John F. report- The national emergency grant numbers were discussed and we are near 40% with 8mos. Left. Riaz R. asked where will the un-spent monies go and John F.'s replied that it carries over to the next year. ITA's are better than the previous year. All numbers are in OSOS however counselors are required to get all information.

Old Business- N old business

New Business:

Elizabeth D. from the Disability Committee presented the up-coming event to be held in October 2016 to provide an opportunity to recognize the business community, vocational professionals and persons with disabilities maintaining and retaining employment in the community. **1.** Recognize National Disability Employment Awareness Month **2.** Conduct an open committee meeting to promote awareness of the committee and recruitment for new members **3.** Present awards to professionals in the community. Wednesday October 5, 2016, Time Frame: 9:00 am- 12:00 pm and Location: Atlantic City Country Club. Total Cost: At this time I'm requesting \$2132 (\$2632-\$500 Community Quest sponsorship) breakdown as follows:

- Breakfast \$1275 (\$17 per person x 75 people)
- Sales tax \$89
- Service charge \$268
- Interpreter \$500 (in the event attendee requests)
- Projector & screens \$200
- Awards \$300

The total cost depends on number of people that attend. The cost per person is based on an attendance of 75. Attendee will pay a registration fee of \$15. The total registrations amount received will reduce the request. The Disability Committee has agreed to have a training series regarding Social Security and Hard of Hearing. This will be a two day event held in the month of July we would like this training to be mandatory for all staff. A motion to approve the event was given by George P. and it was seconded by Ellen H.

Fran K.- Regarding ITA's in a previous meeting a motion was made to have an increase guidelines and we need to go back and look at our guidelines that was implemented by state and federal regulations. This is to avoid limited funds and a waiting list. **Rhonda L.** states that we can re-visit this however at this time we don't know how much the allocation will be. **John F.-** states that we are less than 2.4 of obligations. Rhonda L. states that Dislocated Workers are not affected. The only area affected are the adults; \$500,000 had to be moved from the Dislocated Workers to Adults. **John F.** added that we spent over \$3 million thus far. **George P.** motioned to have the ITA guidelines submitted to the Full Board for changes and Ellen H. second. Ellen H. suggested that Eileen D. not be asked to come to the full board meeting due to time factors.

Meeting adjourned at 11:15am