

# Atlantic Cape May Workforce Development Board

Atlantic Cape May WDB  
One Stop Career Center  
2 South Main St.  
Pleasantville, NJ 08232

Phone: 609-485-0153  
Fax: 485-0067

## Atlantic Cape May Workforce Development Board Business Development Committee

Atlantic Cape May Office of Workforce Development  
2 South Main Street, 2<sup>nd</sup> Floor  
Pleasantville, NJ 08232  
January 22, 2016 at 11:00 a.m.

### MINUTES

#### Members Present

Earl Axelson	Alan Beatty	Jim Drew	Mike Greco	Joe Kelly
Stephanie Koch	Rhonda Lowery	Elaine Williams		

#### Staff Present

Stacy Forman

#### MEETING MINUTES

##### Call to Order/Approval of Minutes

The Business Development Committee (BDC) of the Atlantic Cape May Workforce Development Board met on January 22, 2016 at the Atlantic Cape May Office of Workforce Development, 2 South Main Street, Pleasantville, NJ 08232. Joe Kelly, Chair called the meeting to order at 11:07 a.m. The previous meeting minutes were approved with the following correction: the minutes should reflect the word "observations" as opposed to "concerns" in the fourth paragraph.

##### Old Business:

Mr. Kelly recapped the mission of the committee. He spoke about the pilot program and year-to-date results were discussed; overall the pilot design works. Elaine Williams asked if the 413 job placements included both ACNEG and the Mayor's Program. Mr. Kelly replied that he didn't believe the numbers were combined. Ms. Williams commented that the job placement numbers could be higher. Mr. Drew commented that the numbers could be inflated; did the pilot count the number of people or job openings Mr. Kelly stated that Eric Reynolds has created a matrix to measure outcomes. Mr. Drew asked what the employment retention rate is. Mr. Kelly replied that Eric Reynolds's program has this mechanism in place, but the program needs staff in position to handle case management. There was a discussion about case managers to maintain relationships with the businesses through a retention period. There is a need to provide case management immediately upon placement to remediate issues that result in employment termination or employer dissatisfaction. It was agreed that this is a critical component that must be added to any proposals for extensions, resources and funding. It was agreed that the NJLWD must consider the marketplace in allocating resources to stabilize the economy. There needs to be a strong job development program in place built around the local job market, not the state market. There needs to be a balance of the challenges and successes.

Mr. Kelly stated that the Chamber has found that of the 413 hires, very few employers took advantage of the hiring incentives. The Committee had thought employers would jump on the opportunity, but they didn't. The reasons discussed included: sense of hiring urgency and information sharing. Ms. Williams added that some businesses don't have to move as quickly to hire and are interested in partnering, while others don't want all the paperwork and processes. Mr. Kelly stated that building relationships with the business community will result in more participation.

Mike Greco recalled AC Linen participating at a high level and asked why others haven't followed. Stephanie Koch added that AC Linen works with its local WDB's nationally. Mr. Kelly stated that the President of AC Linen was Chair of the Chamber for many years and has a relationship built on trust with the chamber and local WDB; critical component. Alan Beatty added that large companies like Shore Medical Center and Borgata have large human resource departments that can manage the caseloads, whereas mid-sized and small companies simply don't have the time; they need the position filled quickly. There was a discussion about contract start dates, funding losses and the need for a grace period.

Ms. Koch stated that the under WIOA, the Talent Network's scope has been expanded; more employer driven. Ms. Williams explained the Talent Networks for the Committee. Mr. Kelly suggested members get acquainted with the Talent Network representatives and their structure; lead from the front.

Mr. Beatty asked how many job openings are available through chamber membership at any given time. Mr. Kelly spoke about the new "member center" on the chamber website. There is technology available that hasn't been tapped to "post jobs" business to business. Ms. Koch spoke about HireAbility using a similar model. There was a discussion about the Jobs4Jersey website. Again, Committee members feel the website is too cumbersome and difficult to navigate.

#### New Business:

Mr. Kelly reported that the Chamber will submit a second proposal to the NJLWD to expand the pilot program with the goals to secure available resources for continuation.

Alan Beatty asked what impact the county will feel if the state takes over Atlantic City or the city files for bankruptcy. Mr. Kelly explained that the city can't file for bankruptcy, but the state could take over the city. Mr. Kelly stated efforts should be targeted towards stabilizing the economy so businesses grow, businesses relocate to the county and wage earnings increase. There was a discussion about some upcoming developments in Atlantic City: Stockton University, South Jersey Industries, etc...

#### Take Away:

1. Advance the proposal to the state.
2. Emphasize case management as a way to improve job retention and employer satisfaction.
3. Chamber will author a "white paper" to discuss the need for a grace period for hiring incentives; regulation or de-regulation that allows a grace period of five days from date of hire for contract execution.

#### Adjournment:

The meeting adjourned @ 12:25 p.m. The next meeting has been tentatively scheduled for **April 15, 2016 at 11:00 a.m.** Date and time adjustments will be emailed to members in advance of the meeting. Mr. Kelly asked that members confirm their intention to attend meetings in the future via email after receiving any given meeting notice.