

**New Jersey State Employment & Training Commission**  
**Disability Issues Committee**  
***The Leadership Council for DiscoverAbility NJ***  
Meeting Minutes  
February 3, 2012  
10:30- 12:30

**Welcome/Opening Discussion**

The meeting opened with a welcome by Judy Formalarie at 10:35. Introductions were made by all members.

**FranNet – Jack Armstrong**

Jack Armstrong, a Franchise Broker working for FranNet, is helping people start their own franchise businesses by assisting them in the selection process. He stated that there are 260,000 small businesses in New Jersey (under 100 employers and 1 million dollars) and owning a franchise lets one achieve their goals while reduces the risk. There are five areas he concentrates on: Food, Retail, Auto, Consumer Services and Business Services.

There are currently 3,100 franchise companies that are in ninety industries. It is important to know that you are buying the system and not necessarily the product. Management and communication skills are important and not industry experience.

FranNet does an online assessment and helps match you to the right system/business for you as it is important that the operations and process suits the owner. Mr. Armstrong noted that there is no correlation between the cost of the franchise and the potential return.

Mr. Armstrong emphasized that one *must* do research before they invest. After the due diligence and discovery mode, only 30% go ahead with franchising and investing money. He noted that people with disabilities do well with semi-absentee franchises such as hair care, massage and karate studios for part time hours. For full time, people with disabilities do well with businesses such as technology, smoothies, translation services, tutoring, soup, sign management, and senior care. He noted that for success, everyone needs motivation and money, especially to get you through the first 18 months. He sees franchising as a great way to become self-employed.

**Entrepreneurship Training for People on Unemployment (ETPU)- Connie Moore, LWD**

The Department of Labor and Workforce Development has a program, ETPU, that any dislocated worker, regardless of disability, can use to become self-employed. The program, affiliated with colleges around the state is a six week program, which gives the basics for self-employment, such as accounting and marketing. People must be on unemployment to be eligible, have a full 26 week claim, and must give up any possible unemployment extensions. Ms. Moore said that due to that fact, they were currently not getting a lot of interest and then a

problem arose that the colleges did not want to run the programs unless they have enough people to fill the course. She said it is still new and changes are being made to the program. However, it has been going well in the Newark area.

Ms. Moore was asked if a person with a disability could bring another person to the classes as an accommodation, but she was unsure and will let us know. Any further questions can be sent to her at [constance.moore@dol.state.nj.us](mailto:constance.moore@dol.state.nj.us) or (609) 292-8993.

### **Disability Committee Survey Results – Judy Formalarie**

Ms. Formalarie reviewed the results of the survey done by the SETC Intern, La Shauna Jackson. Ms. Formalarie was pleased with the amount of people who took the online survey and the responses that were received. However, it was clear that most of the members are relatively new and unsure of the mission of the committee. In the meeting packet, Ms. Formalarie copied the minutes from the first committee meeting in 2001. She reviewed the mission and goals of the committee as stated upon formation. It was noted that some areas have made great progress, while other areas still need attention and advocacy.

Michele Horst stated that she sees the need to bring disability issues to the Commission level with recommendations of what our vision is and to describe what is needed to reach our goals.

It was noted from the survey that 85% answered that they would be willing to work on a subcommittee. Bert Kormann added that he still has an interest in creating a subcommittee on the topic of self-employment, which was mentioned at our last meeting. Ms. Formalarie asked that anyone else who is interested in that topic, or any other, to contact her.

### **Announcements/Information Sharing**

#### ***Disability Rights Suit on Sheltered Workshops (Oregon)***

Ms. Formalarie asked Nils Richardson to comment on the Oregon suit brought on by their state Disability Rights organization. Mr. Richardson explained the system and the difference between sheltered workshops, supported/integrated employment and competitive employment. He said New Jersey has dramatically improved wages, supports and employment over the past ten years. He stated that New Jersey is very different from Oregon and that we have worked hard over the years to do what is best for the customer.

#### ***Ticket to Work Rule Changes***

Judy Formalarie explained the handout from the Federal Register on changes to the Ticket to Work program. The biggest change is that Ticket information *may* now be mailed out routinely to eligible disabled beneficiaries, and as part of their award letter, but the requirement for a separate mailing of the ticket will be deleted. It is hoped that this will save money as the requirement to mail out Ticket information has gone to 12.5 people with only 286,348 tickets in use. Cynthia Mapp also gave some insight as many people confuse Ticket to Work and Employability. People who request information will have it mailed directly to them. Public comment is now being invited on these changes by March 12, 2012. Comments should be sent

online at <http://www.regulations.gov> and use the search function to find docket number SSA-2011-0034. Faxed comments can also be sent to 410-966-2830.

### ***TSA Cares***

A flyer was included in the meeting packet relating to travelers with disabilities and medical conditions as the TSA is striving to ensure that all passenger are treated with dignity and respect. To that end, TSA launched TSA Cares, a new helpline number designed to assist travelers with disabilities and medical conditions. Travelers may call TSA Cares toll free at 1-855-787-2227 prior to traveling with questions about screening policies, procedures and what to expect at the security checkpoint. The TSA Contact Center can also be reached at 1-866-289-9673 and [TSA-ContactCenter@dhs.gov](mailto:TSA-ContactCenter@dhs.gov).

### ***Kessler Symposium***

A handout was given to all announcing the 7<sup>th</sup> Annual Grantee Symposium on April 26, 2012 at the JFK Conference Center in Edison. It was thought that this was particularly timely as the speaker will be Cary Griffin of Griffin-Hammis Associates. He will speak on "How Self-Employment Works for People with Disabilities." More information will be available soon.

### ***Disability Award***

Applications are now being accepted for nominations for the HSCF's Advocates in Disability Award. The purpose is to award and encourage a young individual with a disability between the ages of 14 and 26, who has dedicated himself/herself to positively affecting the lives of individuals with disabilities and their families. All the information and application was included in the meeting packet.

### ***It's All Good***

A flyer was included in the meeting packet on *It's All Good*, the Retail University Program located in Somerville, NJ. *It's All Good* is a retail clothing store that is operated by Bridges to Employment, a division of Alternatives, Inc. With a grant from the Kessler Foundation, the Retail University Program has been established for job seekers with brain injuries who are ready to return to work. Job training is available in many areas. For more information, contact Diane Gerber at [dgerber@alternativesinc.org](mailto:dgerber@alternativesinc.org).

### ***Dare to Dream***

Bob Haugh invited everyone to attend one of the Dare to Dream conferences which will be held throughout May and June at various locations in the state. These conferences are hosted by the Department of Education, Office of Special Education Programs. Contact Mr. Haugh for more information.

### ***APSE Conference***

Rebecca Shulman handed out booklets on the 20<sup>th</sup> annual APSE Conference to be held on March 23 in Somerset, NJ. Everyone was encouraged to attend.

### ***Employment First***

Jennifer Joyce attended the Employment First State Leadership Program as her division is working on this concept. She will present more information at our next meeting.

**Section 503**

Anthony Camuso stated that the Section 503 regulations will be tightened for Federal contractors. He will present more information at our next meeting.

**DiscoverAbility NJ**

It was noted that the Department of Human Services did receive their one year no-cost extension for DiscoverAbility. DHS is currently working with their contractors to formalize outcomes for 2012.

Attendees:

Jack Armstrong- Presenter  
Anthony Camuso  
Anthony Ferrera  
Judy Formalarie  
Jan Goodman  
Bob Haugh  
Michele Horst  
Alice Hunnicutt  
Jennifer Joyce

Bert Kormann  
Kirk Lew  
Sharon Lutz  
Greg Makely  
Cynthia Mapp  
Constance Moore – Presenter  
Colleen McLaughlin  
Nils Richardson  
Clara Rivera-Pacheco  
Rebecca Shulman

**Save the Dates**

Remaining meeting dates for 2012

April 4<sup>th</sup>  
June 7<sup>th</sup>  
August 3<sup>rd</sup>  
October 4<sup>th</sup>  
December 5<sup>th</sup>