

E-Lights: An IAJVS Publication for Executive & Professional Leadership



IAJVS and Member Agencies Awarded an Earmark from the U.S. Department of Labor

The International Association of Jewish Vocational Services was awarded a \$150,000 earmark from the U.S. Department of Labor for a career-training program to be offered to individuals in Philadelphia and Pittsburgh. IAJVS' program will provide comprehensive career services and job readiness skills to dislocated workers in Philadelphia and Pittsburgh under the auspices of Philadelphia's Jewish Employment and Vocational Service (JEVS) and Pittsburgh's Jewish Family & Children's Service (JF&CS). By building on the existing skill set of the dislocated workers, JEVS and JF&CS will deliver an array of job readiness skills through a series of individual sessions with highly qualified career consultants. Individuals will be offered an assessment of career interests and occupational skills, testing of interests and aptitudes, and an evaluation of personal barriers to obtaining and retaining employment. They will also re-

ceive an individualized plan to overcome those barriers. In addition they will be given access to career search tools including computerized directories and job banks. Clients will also be assisted in their preparation for a successful job campaign with resume development, interview skills training, and job search strategies. The program proposes to return approximately 85 individuals to the workforce.



IAJVS will provide fiscal oversight for the project. National staff will also be responsible for collection of data, monitoring performance, and producing a best practices monograph that will be shared with the IAJVS network across the country.

(Continued on page 2)

FEGS' New Linkages

FEGS has been the recipient of a grant from the Melvin N. and Eunice A. Miller Foundation of Wynnewood, PA. Genie Cohen, the Executive Director of IAJVS, who has worked with the Millers in the past, recommended FEGS to Eunice Miller. Due to the success of the program originally developed in Philadelphia and Baltimore, the Miller Foundation was in-

terested in bringing the program to New York.

The grant provides Jewish community service internships for 20 New York college students (10 per semester) who are Jewish but who are unaffiliated and or have little Jewish background. The program, entitled

(Continued on page 2)

Inside this issue:

IAJVS Agencies Awarded DOL Earmark	1
FEGS' New Linkages	1
IE Celebrates 20th Anniversary	2
Atlanta's Online Career Counselor	3
Toronto & IE Join Forces	4
JEM's Networking Events	4
Programming at Middlesex	5
Chicago Offers Business Seminars	5
IAJVS Strategic Planning Retreat	6
SF Addresses Nursing Shortage	7
Boston Helps People Get Food stamps	7
Detroit Gets Ready to Laugh	8
JEVS Takes a STEP Forward	9
What's New at Ariel Job Center	10
Louisville's VIP	11
FEGS Reaches Students in Need	13
Conference Call on Job Development	14
MetroWest's Volunteer Corp.	15

IAJVS and Member Agencies Awarded an Earmark from the U.S. Department of Labor

(Continued from page 1)

In addition, three member agencies were granted an earmark as well. Jewish Family & Children's Service of Pittsburgh received a separate \$100,000 earmark for a program, which will provide intensive and individualized employment assistance to immigrants and will address the unique barriers that group faces. Jewish Vocational Service of Los Angeles was granted a \$200,000 earmark for a certified nursing assistant training and job placement initiative. Finally, Jewish Vocational Service of Boston received a \$400,000 earmark for job training

and workforce development.

IAJVS is very proud of all the agencies that were awarded an earmark this year from the Department of Labor. We hope to foster this relationship with the DOL in the coming years to facilitate continued funding for IAJVS network initiatives. We encourage every agency to utilize their membership with IAJVS in any way possible to secure funding for its vital programs serving the local community.

FEGS' New Linkages

(Continued from page 1)

"New Linkages" is designed to introduce these students to activities in the Jewish community, the concept of *Tikun Olam*-repairing the world-and to Jewish learning as they explore career and leadership opportunities in the community where they live.

The students are matched with mentors at local Jewish affiliated agencies and are required to complete 16 hours of service as well as attend three study sessions with Jewish scholars. These are short term projects that will be responsive to the student's educational, professional and/or social

action interests.

A sampling of where these first semester students have been placed include: UJA Federation, American Jewish World Service, JCSA, Jewish Braille International, Brooklyn Hillel, JCRC and, of course, FEGS. FEGS is most grateful to IAJVS for their suggestion and to the Miller family for bringing this program to New York City and to FEGS.

The students are matched with mentors at local and Jewish affiliated agencies and are required to complete 16 hours of service as well as attend three study sessions with Jewish scholars.

Israel Elwyn Gathers to Learn and Celebrate

In celebration of 20 years as an agency, Israel Elwyn, on December 2nd, hosted more than 400 of its staff members from Jerusalem, Haifa, Herzliya, Beer Sheva and elsewhere at the Ramat Rachel Kibbutz Hotel just outside Jerusalem. The evening event included a professional conference, with each of the six major program locations presenting a lecture and presentation on a professional topic; an exhibit area displaying the work of each program; and a gala dinner followed by musical

entertainment.

This gathering represents the first time in the 20-year history of the agency that professional staff has gathered together from throughout the country, and gave each participant the unique opportunity to learn about parts of the agency previously unknown to them.



IAJVS Hosts Leadership Forum

IAJVS hosted a Women's Leadership Forum in conjunction with the Women's Bureau, U.S. Department of Labor on Friday, October 1 in Philadelphia. The informal, roundtable discussion was led by Shinae Chun, the National Director of the Women's Bureau, and held at the JEVS offices in Philadelphia. The event was attended by women community leaders from around the city including Carole Smith from the Mayor's Commission on Technology, Linda Blanchette of the Philadelphia Workforce Develop-

ment Corp., and Amy Burns of the United Way of Eastern PA. Attendees found the session to be constructive and illuminating and look forward to future forums.



Pictured at left: Genie Cohen, IAJVS; Shinae Chun, Women's Bureau; Jay Spector, JEVS; & Lucia Bruce, Women's Bureau

Atlanta's JF&CS Presents Online Career Counselor

Jewish Family & Career Services' Careers@Work Division is offering The Online Career Counselor, a state-of-the-art website designed to aid clients as they explore career options, design their strategy and conduct an effective search. The Online Career Counselor is automated, on-line and integrated and includes:

- A robust set of assessments to provide the clarity and direction of an internal career description;
- Instructions on the most current ways to articulate qualifications and goals through resume writing, networking, interviewing; and
- Specific tools for forming and implementing a powerful search strategy.

Additionally, The Online Career Counselor provides powerful research tools to find the information a client would need:

- 2.5+ million companies with up-to-date information accessible using multiple criteria;
- Company address, phone number and description; with email addresses of leaders, executive profiles, personnel information, updates and news articles, plus links to websites; and
- Real-time information to access hidden job opportuni-

ties, including a search for companies experiencing growth, companies undergoing structural changes, and infusions of venture capital, mergers, and acquisitions.

Every aspect of business today feels the impact of globalization, technology and innovation. This accelerated cycle of change requires Careers@Work to be responsive and resourceful in order to anticipate opportunities for their clients, and to help them land on their feet when surprises occur. The skills required in this environment are new, and The Online Career Counselor offers clients the resources they need to help develop skills and practices to advance their careers.

The Online Career Counselor is typically used interactively with a dedicated career counselor, and provides the expertise and structure needed for thousands of clients to successfully manage their careers. Whether pursuing a new opportunity within a company, or searching for openings in new organizations, The Online Career Counselor is a vital tool for the long-term success of today's professional.

For more information on The Online Career Counselor or the range of services offered at Careers@Work, contact Elyssa Weiss at (770) 677-9441 or email her at eweiss@jfcs-atlanta.org. You may also visit www.jfcs-atlanta.org.

JVS Toronto and Israel Elwyn Cooperation Bears Fruit

For the past few years, JVS Toronto has been assisting Israel Elwyn in reinvigorating the "Canadian Friends of Israel Elwyn" organization, and helping Israel Elwyn rebuild its base in Toronto. In that vein, the two organizations recently held a joint fundraiser at a very successful performance of the "Famous People Players" in Toronto -- where persons with special needs are the stars.

Continuing in the spirit of this cooperative relationship, and

with the strong advocacy of Karen Goldenberg, the UJA/Federation of Greater Toronto recently made a grant in the amount of CDN \$52,000 to Israel Elwyn. The grant, from the Federation's "Israel Emergency Fund," will greatly enhance security at Israel Elwyn facilities.

These successful activities reflect the growing collaboration between the two agencies, wherein some JVS board members serve on the Canadian Friends of Israel Elwyn board,

and professionals from both agencies have spent time visiting each other's respective programs. It should also be noted that the head office of the Canadian Friends of Israel Elwyn is located at the Toronto JVS executive offices. It is hoped that the two agencies will be able to further consolidate their professional relationship by developing funding for ongoing professional exchange, similar to the "Mandell Fellowship" model that Israel Elwyn now has with JEVS.

Networking Leads to Success

Wouldn't it be great to have a place to meet people, acquire new information and be motivated on a regular basis? That would be great for anyone, but it is especially important for someone who is job searching. JEM thought so too, and that is how the Jewish Employment Montreal's Networking Club was born. In July the first group was held in a meeting room at J.E.M.'s 3rd floor offices and from those original six members the group has grown. With an average attendance of between 25-30 people per week, members share their experiences, goals, frustrations, and successes with one another. As membership is fluid, there are always new faces to network with and from whom to acquire leads. The sentiment shared by the many who have found employment either through leads garnered at the club or elsewhere was a sense of purpose

and motivation they received by regularly attending the meetings. As one former member put it, "I found this to be a most rewarding and at the same time comforting way to spend a Tuesday morning." The group is presented with a new job search-related topic each week, such as Networking Etiquette, Employer Secrets Worth Cracking, and How Resiliency Leads to Success. Some of the speakers who have presented at the meetings have included a journalist and a corporate headhunter, and plans are in the works for a comedian, a motivational speaker, as well as business owners. In order to impart accountability to the members, they all declare their job search goals for the week, and follow up is conducted at the next meeting. All of this has combined to form a winning formula for an atmosphere that is supportive, encouraging and pro-

"I found this to be a most rewarding and at the same time comforting way to spend a Tuesday morning."

ductive. As we all know, it isn't what you know, but who you know. Each and every successful candidate leaves with the same statement, "If I am ever out of work again, I will be back." JEM will be there.

Highlights from JFVS Middlesex's One Community Integration Project

The One Community Integration Project recognized National Disability Employment Awareness Month in October. This year the theme chosen by the U.S. Secretary of Labor was "You're Hired! Success Knows No Limitation!" As a way of educating businesses on the advantages of hiring individuals with disabilities, Helene Lener, Project Coordinator, gave a presentation entitled "Employing People with Disabilities: Myths vs. Truths" at the Home Depot in Edison, NJ to human resource managers from Hazlet, Milltown, Old Bridge, Woodbridge and Edison. A presentation was also provided to marketing managers, regional operations managers and human

resource managers of Commerce Bank representing Middlesex, Union, Hunterdon, Somerset, Morris and Mercer counties. This information keeps management aware of the importance of integrating individuals with disabilities into the workplace.

In addition, on Thursday, October 28, JFVS held an original program entitled "That All May Worship: From Barriers To Bridges", an interfaith program for clergy of all faiths, lay religious leaders, individuals with disabilities and their families and provider agencies. The keynote speaker was Ginny Thornburgh, Director, Religion and Disability Program, National Organization

on Disability (NOD) located in Washington D.C. Ginny's presentation emphasized the importance of welcoming individuals with disabilities into congregations. The program also included two panel discussions entitled "Individual Faith Stories: How I Crossed the Bridge" and "Building Bridges: Accessible Congregations" which included individuals with disabilities and members of the clergy.

"That All May Worship: From Barriers to Bridges" was a very successful and inspirational event.

JVS Chicago: Building An Entrepreneurial Base

Introducing the Duman Micro-enterprise Center and Loan Fund to the Jewish and general communities became a prodigious challenge for JVS Chicago when the program was launched in 2001. In addition to standard press releases, marketing materials and extensive outreach by staff, the Center decided to create entrepreneurial seminars which would give JVS credibility in the Chicago business arena, attract potential loan ap-

plicants and gain visibility with the business media. These seminars, free to the public, would feature top Jewish business men and women who would share their personal experiences and perspectives in starting a business. Each had been involved in a business so successful that it had eventually grown into a multi-million dollar corporation.

Imparting their wisdom and tools to succeed were entrepre-

neurs as varied as: Jack Miller, founder and former chairman of Quill Corpora-

tion; Goldie Wolfe, one of the top commercial real estate brokers in the country; Gary Elkins, president and CEO of JG Global Technologies; Larry Levy, Chairman and CEO of Levy Restaurants; Sam Zell, Chairman, Equity In-



(Continued on page 6)

JVS Chicago: Building An Entrepreneurial Base

(Continued from page 5)

vestments; and Jeffrey Taylor and Scott Taylor, principal executives of the Cole Taylor Bank.

Partnering with large banking institutions and the Federal Reserve Bank, the Center has held eight seminars attended by more than 1,000 people. These business experts revealed their start-up experiences, discussed critical business strategies and described what it takes to be a successful entrepreneur—from managing, to risk taking, to having passion for what you are doing, to the toll success

can take on one's family. A range of people from seasoned professionals to women looking to start a home-based business, came to hear the speakers, many drawn by publicity generated from the Chicago Tribune, Crain's Chicago Business and various business list serves. As a result, JVS' image in the community has been enhanced in new quarters, expanding the notion that in addition to career counseling and job placement for professionals, JVS has developed a comprehensive non-traditional

service to help others achieve self-sufficiency.

As word of the high caliber presentations has spread, JVS has achieved its initial goals: developing a larger client base; growing turnout; raising agency visibility and brand; educating potential consumers; and providing networking contacts so that loan recipients' dreams of starting a new business, with loans and technical assistance from JVS, can become a reality.

IAJVS Strategic Planning Retreat

An ad-hoc Strategic Planning Committee was formed by IAJVS to define association priorities and develop a strategic agenda. Janet Unger, our planning consultant, facilitated the meeting that took place on July 22 at the JEVS offices in Philadelphia. Prior to the meeting, Board members were asked to fill out surveys in an effort to determine IAJVS' strengths and weaknesses and ways in which we can serve our member agencies better. Twelve core areas of service were identified and board members were asked to rank their value. The survey reflected a greater interest in three areas of service, namely the annual conference, efforts toward joint funding (federal grants and foundations), and information sharing and networking among non-competitive peers.

IAJVS identified two critical goals for the organization in the coming year: IAJVS will facilitate business and organization development networking and information sharing among member agencies, as well as continue to produce resources for its affiliated agencies. In addition, the IAJVS mission was modified to read: *The International Association of Jewish Vocational Services strengthens the capabilities and capacity of its member agencies to increase economic self-sufficiency, foster independence and build a productive work force of its constituent clients.*

Overall the retreat was very useful for identifying where member agencies would like to see the organization direct its time and resources. We greatly appreciate the time and efforts of those that participated in the preliminary survey and meeting.

New Initiative Addresses Critical Bay Area Nursing Shortage

The nursing shortage in this country has been bad for years, and it's getting worse. In most Bay Area California hospitals, only 80 to 85 percent of nursing positions are filled. Every year, medical facilities demand more than 500 new nurses. In an attempt to keep up with this demand, educational institutions such as City College of San Francisco have developed excellent nursing programs, but have found it challenging to retain their students. Forced to balance family pressures, working enough hours to pay the bills, and studying for classes, as many as 40 percent of nursing students have ended up dropping out of the program.

JVS San Francisco is working to combat this trend with the new Nursing Career Ladder Initiative. Developed with funding from the Bay Area Workforce Funding Collaborative (BAWFC), the Nursing Career Ladder Initiative is a unique partnership between JVS, City College of San Francisco (CCSF), and local healthcare employers that will provide training, mentoring and career counseling to nursing students, expanding the pool of

trained nurses to reverse the nursing shortage.

Some Career Ladder Initiative students will learn nursing skills for the first time through the general Vocational Nurse and Registered Nurse Educational Programs. Others will be recent immigrants who have trained as nurses overseas but lack the credentials to practice their skills in the U.S. By taking the LVN or RN Refresher Programs, they will be able to find a skilled nursing position, which has the added benefit of ensuring a nursing pool with the language skills and cultural competencies necessary for the diverse community of the Bay Area.

One of the most innovative portions of this program is the attention it pays to the overall needs of each nursing student. CCSF will offer accelerated training and will facilitate pairings with experienced health professionals at Bay Area hospitals for on-the-job training and mentoring. JVS will offer career advice, job search help, vocational English train-

ing, and job placement services. To help students balance work, school and family life, the Initiative will provide case management and individual counseling. Through this comprehensive approach, JVS expects to see more and more students complet-

In most Bay area hospitals, only 80 to 85 percent of nursing positions are filled.

ing their nursing education.

Over the next two years, JVS will support over 250 nursing students through training programs and into employment. Through programs such as the Nursing Career Ladder Initiative, JVS fulfills its dual role of assisting individuals achieve self-sufficiency and helping businesses fulfill their employment goals. While this initiative will not single-handedly end the Bay Area nursing shortage, it is certainly a step in the right direction.

JVS Boston: Helping Working People Access Food Stamps

Many working individuals are eligible for food stamps but do not know it. This is because there are many myths and misconceptions about the food stamp program. Even workers earning \$12 - \$13 per hour and more may be eligible for the FSP. JVS Boston was recently

awarded a grant from the USDA to work in partnership with employers in order to bring information about the FSP to working individuals. The agency hopes to develop an innovative strategy to bring this information to working



people, to educate low-income workers about their eligibility for the FSP, nutrition benefits of the program, and the application process. Ultimately, the goal is to in-

(Continued on page 8)

JVS Boston: Helping Working People Access Food Stamps

(Continued from page 7)

crease enrollment of eligible working individuals in the FSP.

Employers will benefit from this program through improved health, retention, and morale of their staff. Better nutrition can mean reduced absenteeism as well as increased energy and productivity. Moreover, helping workers to access the FSP can help them increase their real income relative to the cost of living.

JVS Boston will begin this program in cooperation with employers where they are currently running workplace-based education programs. Initial outreach to employees will be conducted through classes for entry-level employees that are currently running at the employers' sites. JVS will develop a 30-minute food stamp educa-

tion module, which will be incorporated into classroom instruction. JVS staff will also be available to meet individually with employees to assist in eligibility screening and initiating the application process.

As the program expands, JVS will work with additional departments and new employer partners to publicize the program (through department meetings, signage, and/or letters that will accompany employee paychecks). JVS staff will provide information sessions in a variety of venues, such as staff meetings, in-service trainings, or stand-alone events.

Through this program, JVS plans to work with 20 employers and reach approximately 2,000 individuals. Current employer and community

Even workers earning \$12-\$13 per hour and more may be eligible for the Food Stamp Program.

partners include Massachusetts General Hospital, TJX Companies, Roger-son Communities, Boston Healthcare and Research Training Institute, Partners Healthcare, and the Boston Building Service Division of the Service Employees International Union.

JVS Detroit Gets Ready to Laugh



Rob Cantrell



Gary Gulman



Alonzo Bodden

JVS Detroit is planning its second *Detroit Live!* signature fundraising event and a night of laughs with three of the nation's hottest comedians. The "Last Comic Standing Reunion", slated for March 5, 2005, will feature three comics recently seen on the hit show *The Last Comic Standing*: the effervescent Rob Cantrell from season one, brainy Bostonian Gary Gulman and \$250,000 grand prize winner, Alonzo Bodden.

The event is expected to be the hottest ticket in town

(Continued on page 9)

JVS Detroit Gets Ready to Laugh

(Continued from page 8)

— a fresh, fun-filled evening of entertainment with something for everyone and the first time the three young funny men have been brought to Detroit for a fundraiser. The monies raised will help bridge the increasing funding gap caused by declining government support and flat al-

locations from local funding sources.

The star-studded show will be held at the 4,000-seat Fox Theatre in downtown Detroit. JVS plans to sell general admission tickets, corporate sponsorships and \$500 Comedy Club tickets, which guarantees preferential

seating and admission to a pre-glow where partygoers can rub elbows with the comedians.

For more information about the event, contact Dorie Shwedel at dshwedel@jvsdet.org or (248) 233-4210.

JEVS Takes a “STEP” Forward!

Earlier this Fall, JEVS Philadelphia launched a new welfare-to-work program called Success Through Employment Preparation (STEP). This research-based program is part of a national study on alternative employment strategies for hard-to-serve populations and is funded by the PA Department of Public Welfare and MDRC, a national research organization (via a grant from the US Department of Health & Human Services). STEP is slated to serve 750 clients over two years. The program's first year is funded at \$3.5 million.

“We’re proud to have been asked to participate and excited about using our knowledge and experience to work with the public in a new way,” says Allison Ruvo, Executive Director of the Welfare-to-Work department, who will be at the helm of STEP with new Pro-

gram Director, Paul Heal.

Based on comprehensive up-front assessment, the new program will feature intensive case management modeled on JEVS’ most successful welfare-to-work programs and will include barrier remediation for up to 6 months, job placement, job retention services for 3 months post-placement, and referrals for additional retention services.

Allison explains, “STEP will be a combination of the very best of everything we’ve got. A collaboration of excellent ideas from both of JEVS’ operating areas, Home, Health & Work (H&W) and Em-

ployment & Training (E&T), went in to the program’s development. We’ll be using many of the great tools we already use that have

“We know that ‘one size doesn’t fit all’ in welfare-to-work transition.”

proven to be so effective in other JEVS programs, including intake and assessment, outreach services, and retention services. Borrowing from the rehab side of JEVS, STEP will provide another layer of support with innovative supportive work services such as job coaching.” CareerScope and several other products from VRI

(Continued on page 10)

JEVS Takes a “STEP” Forward!

New welfare-to-work program incorporates the best of JEVS Philadelphia

(Continues from page 9)

(Vocational Research Institute), another department of JEVS, will also be used during assessment, and STEP will provide a valuable opportunity to pilot VRI’s newest product Workplace Mentor within a JEVS welfare-to-work program.

STEP is designed for earlier intervention. In addition to focusing on those with long-term welfare

histories, the program will serve clients who have been on welfare for at least one year or welfare clients with no high school diploma or GED.

Allison explains that STEP is testing alternative employment strategies. “We know that ‘one size doesn’t fit all’ in welfare-to-work transition. STEP will help us fig-

ure out which interventions—and when—work best for the range of people still on the welfare rolls.” For more information on STEP, contact Allison Ruvo at (215) 854-1862 or via email at allison.ruvo@jevs.org.

Career Management & Employment Options for the Mature Worker

Louisville JFVS Career Services has created a new career management package for mature workers within the community. Anyone 60 years of age and above is eligible, and there is no charge for the package. This package is designed for mature workers who are:

*re-aligning their existing business or practice;

*contemplating a return to the workforce;
 *considering post-retirement employment options;
 *strategizing on alternative careers; or are
 *otherwise engaged in trying to discern next best steps to take around career and employment related issues.

Funding for this program was

made available through a generous grant from the Kentucky-Indiana Planning & Development Agency (KIPDA), Older Americans Act.

For further information about this program, contact Bob Tiell, JFVS Career Services Director at rhtiell@jfvs.com.

Ariel Job Center Assists Clients in Reaching their Employment Goals

Ariel Job Center in Buenos Aires has a host of new programs that are helping their clients reach their varied employment goals. The agency has recently implemented the use of an interactive CD for job searching. Ariel Job Center has met excellent results

with this useful technological tool that has allowed the agency to offer a new advantage to the individuals who come to the center.

Another exciting new development is the creation of a “Talent

Pool”. This program aims at establishing a link between talented young professionals and companies and/or organizations. The idea is to provide training that matches the specific needs of the company. This program

(Continued on page 11)

Ariel Job Center Assists Clients in Reaching their Employment Goals

(Continued from page 10)

will utilize the strategic alliance which has previously been established with the company. During their training, the participants and/or job applicants are evaluated, and the most outstanding are hired by the company.

Ariel Job Center is also meeting the micro-enterprise needs of its clients through a number of programs and workshops. The CASS Program is a program designed by AJC in conjunction with the Joint Distribution Center's social support department. In this program the staff works with those who already receive CASS support in order to develop and strengthen their start-up business activities. The objective is to help them make their business activities self-sustaining and thereby make external assistance a short-term reality. At this time 80 persons



participate in meetings that are held approximately every two weeks. The

content is related to organization, costs, sales, and the marketing of the individual business projects.

Within this topic area AJC also offers a Project Definition Workshop in the AMIA (the central institution of the Jewish community in Argentina). This is a workshop designed for people who want to develop a business plan but still do not have a sufficiently concrete idea of business operations or have only general ideas and need help defining their project in order to initiate a viable development process.

Ariel Job Center also offers routine seminars on topics in busi-

ness. This is a forum provided every Tuesday evening, from 6:30 PM to 8:30 PM, in which a business professional gives a 2-hour lecture on a specific topic in his or her field. The activity is directed towards people getting their first start, established businessmen and women, or any person who wishes to acquire new concepts or tools with regard to business.

Ariel Job Center is thriving and is reaching a great number of individuals with their innovative and successful programs.

Vocational Improvement Project (VIP)

Jewish Family & Vocational Service (JFVS) Louisville recently launched the Vocational Improvement Project (VIP), a special project geared toward local disadvantaged adolescent boys. VIP represents a collaborative initiative between Jewish

Family & Vocational Service (JFVS) Career Services and Father Maloney's Boys Haven in Louisville, Kentucky.

JFVS, a leader in providing career services to the entire metro Louisville community for more

than 60 years, has historically served diverse populations including adolescents who are trying to find the most suitable vocational directions as well as determine the most appropriate schooling and/or training to pur-

(Continued on page 12)

Vocational Improvement Project (VIP)

(Continued from page 11)

sue in order to support recommended vocational goals.

Boys Haven has historically provided a range of social services including on-campus treatment, family counseling, foster care, continuing care, outpatient and in-home counseling, service coordination, and educational programs to its residential population in order to ease eventual transition back into the family and neighborhood setting.

Vocational services to help resi-

dents develop a clearer picture of suitable vocational goals to implement upon discharge have been under-emphasized with Boys Haven residents. Through vocational evaluation, ancillary group workshops, and staff consultation; VIP is designed to address this service gap and to provide services that will help participants identify suitable vocational paths, determine advisable schooling/training avenues, and ultimately enhance their economic self-sufficiency. JFVS and Boys Haven hope to expand



this project through a new mentoring program.

This project is funded by a generous grant from The Community Foundation of Louisville.

For further information concerning this program, please contact Bob Tiell, Director Career Services at (502) 452-6345 x230 or email at rhtiell@jfvs.com.

IAJVS Winter Board of Directors Meeting

The Board of Directors of IAJVS met in St Pete Beach, Florida November 13-15 to review the organization's priorities for the coming year and reflect upon the events of 2004. IAJVS was fortunate to have hosted Mr.

Steve Raymund, Chairman and CEO of Tech Data Corporation, as the guest speaker. Mr. Raymund offered a number of important insights on building a successful company, responding to the needs of your clients, and identifying the core traits successful companies seek in prospective employees. The executives



The executives enjoy a Mexican fiesta at the Don CeSar

found the presentation to be particularly relevant to issues our agencies are facing in this evolving global economy.

The Board unanimously approved IAJVS' 2005 budget as well as the recently constructed Strategic Plan. The

goals outlined in the strategic plan will shape the 3-day agenda for the Annual Meeting in Chicago, May 15-17, 2005. The two areas of focus for this year's conference will be youth and the aging population.

The executives also received an update on the happenings on the national level at CARF and NISH.



Gail Magaliff & Lew Chartock enjoy the Saturday night buffet.

In addition, these meetings are useful opportunities for executives to learn about de-

veloping trends as well as new programs and initiatives being put into place across the country. The winter meeting was constructive and enjoyable. IAJVS looks forward to an exciting and productive year.

New F·E·G·S Education Initiatives Bring Innovative Services to Diverse Student Populations

Almost \$1.9 million in new government grants are helping F·E·G·S Health and Human Service System reach a broader range of high school students and provide them with a wider spectrum of services. “This support will allow us to reach as many as 2,000 additional high school-aged and out-of-school youth with specialized services that are outside the customary purview of public schools,” said Eric Weingartner, F·E·G·S Assistant Vice President for Training, Education, and Youth Services. He said with the new grants the total number of youth served each year has increased to more than 6,000.

These specialized services focus on four main areas: academic remediation; vocational training; cultural arts; and broad-based social services, including behavioral health and college awareness.

These specialized services focus on four main areas: academic remediation; vocational training (job placement and internships); cultural arts; and broad-based social services, including behavioral health and college awareness. “Our goal is to reach students who may need specialized attention to keep them motivated and in school, including overage students, those who may be under-credited, and those who have behavioral problems or truancy

issues,” said Weingartner. “Working in partnership with New York State’s Department of Education and Department of Labor, as well as New York City’s Department of Education and Department of Youth & Community Development, many of the new programs we’ve developed are aimed at students with defined problems and needs,” he said.

One initiative focuses on some 500 students who have been suspended from high schools in the Bronx Region. The program works with students and their families, providing counseling, career development exploration, and opportunities for community service. F·E·G·S also works in one of three new Bronx-based *Young Adult Borough Centers*, alternative night schools that are helping some 350 older students (18 to 21 year-olds) to stay in high school and graduate.

Another new educational endeavor, the *Bronx Lab School*, is a college preparatory academy with mandatory after-school and summer curricula. The school, which opened in September with a freshmen class of 100 students, encourages students to explore diverse interests through elective classes, internships, and in-

novative curricula. The school is part of the New York City Department of Education’s “small school initiative,” spearheaded by the Bill and Melinda Gates Foundation, and in cooperation with the Institute for Student Achievement. F·E·G·S’s role, which builds upon its years of experience in support services that help students stay in school and prepare for careers, is to create community models of family and student enrichment that complement the school’s rigorous academic standards. “Programs like these demonstrate how effectively our communities can be served, when organizations like F·E·G·S are able to form productive partnerships with government, business, foundations, and others,” said Weingartner.

For more information contact: Gail

“Our goal is to reach students who may need specialized attention to keep them motivated and in school, including overage students, those who may be under-credited, and those who have behavioral problems or truancy issues”

Magaliff (212) 366-8551 / Jim Julier (212) 366-8138.

Conference Call on Job Development a Success

Job development encompasses more than finding employers. It is developing relationships, matching clients and employers, developing a good reputation for supplying qualified candidates to encourage repeat postings, and identifying other services to assist the businesses in the community.

This was the opening to the ad placed in the last issue of E-Lights about the conference call which took place on November 3, 2004 hosted by JVS Los Angeles and facilitated by Sergio Castaneda, Harriet Cohen and Xavier Martin. Little did they anticipate the overwhelming response they would receive -- every agency in

North America participated! Workshop materials were sent out in advance to give the participants an overview of the subject, since the audience had varying degrees of experience. The facilitators requested that questions focus on specific areas of interest or concern. Despite a few phone glitches, the conversation was lively and very informative. It seems that some of the participants were both job developers and case managers, while others were one or the other. Some work predominately with entry level workers, others with professional level and still others with all levels.

The topics covered various websites from real estate, to the use of

www.employ-ability.org that helps individuals with disabilities. Other resources were identified, ranging from chamber meetings to developers to local and state politicians. The call also explored ways to assist clients who are especially difficult to place.

JVS San Francisco shared the fact that they are developing a business/advisory committee and they suggested having a company as a champion to get others involved. It will be interesting to watch what transpires to see if this model can help other agencies.

Overall, the participants felt the conversation was valuable and look forward to more of the same!

JEM Purchases New Building

The JVS Jewish Workshop is proud to announce that it has been able to purchase the building that houses its workshop. Through the generous help of a major donor, and financing from federation CJA, we were able to complete the transaction on November 30, 2004 culminating a year of quiet but steady negotiations. This will allow us to control our environment and significantly reduce our overhead costs. Currently we offer an adapted work environment to 80 intellectually and/or physically challenged individuals, specializing in all kinds of light packaging needs of the Montreal business community.

IAJVS Partners with JCSA on Networking Parents Program

IAJVS recently strengthened its partnership with JCSA by cosponsoring a conference call targeted towards JCSA's new support group, Networking Parents. The Networking Parents group is geared towards Jewish communal professionals that are currently at home with children full or part-time, but who want to remain connected to the Jewish communal world. The group interacts via conference calls and a listserv, and addresses such topics as networking, continuing professional growth; sharing resources; and advocating and

(Continued on page 15)

IAJVS Partners with JCSA on Networking Parents Program

(Continued from page 14)

educating to advance family-friendly policies in the workplace. The December 9th conference call focused on issues related to part-time work such as discussing the advantages and distinctions between part-time employment, job-sharing, and working as a consultant. Our thanks goes out to Harriet Cohen, Director of Career and Organizational Development, JVS Los Angeles and Jamie Trockman, Scholarship Program Director, JVS Los Angeles, for sharing their expertise as the conference call presenters. IAJVS is thrilled to be able to share the network's vocational expertise with others in the Jewish communal field.

Win-Win Volunteerism: Creating a Self-Help Volunteer Corps of Unemployed Mature Job Seekers

In the Fall of 2002, as a result of the increasing number of unemployed and underemployed individuals aged 45+ reaching out for job placement assistance and career counseling, MetroWest JVS applied for and received a grant, entitled *Maturity Works*, from the Healthcare Foundation of New Jersey to help return mature workers to the workplace. One of the initiatives proposed under this grant was the development of a volunteer corps of clients who could offer their expertise and years of experience to help fellow jobseekers. This program has succeeded in two major areas: one, by boosting the morale and self-esteem of the volunteers, and two, by providing an opportunity for their fellow jobseekers to learn important workplace skills that would strengthen their resumes and make them more competitive in their job search... a win-win situation for all!

This past year, twenty-four *Maturity Works* clients have served as speakers at JVS workshops and community seminars, with each speaker sharing suggestions and advice on career change and successful networking techniques. Some of the topics addressed by the volunteer speakers have been: the art of networking; dealing with the stresses of unemployment; the benefits of temporary and part-time employment while seeking a full-time position; why volunteer; successful career change strategies and lessons learned from my job search.

In November, the first volunteer-led skills training class was formed. A former IT professional successfully taught a nine-hour course in Intermediate Excel to 14 fellow *Maturity Works* clients at no fee to the participants. JVS provided space in one of its computer labs during a period of "downtime." The feedback from the course participants included comments such as: "This was a terrific opportunity;" "Best teacher I ever had for a computer course;" and, "I am so happy I found JVS...you guys are great!" The feedback from the instructor was, "Nobody got more out of this experience than me!" and, "Now I have something new to add to my resume while I'm job hunting." A Microsoft Word course is being offered (to a full house) by another volunteer instructor in December.

Plans are underway to expand this program in 2005. We will be forming a series of "skills development groups" of jobseekers interested in learning new skills in areas including: basic bookkeeping; office management; customer service; sales; marketing; technology and financial management; and inviting other *Maturity Works* clients to share their expertise as volunteer instructors. Additionally, volunteers will be speakers at JVS staff-led workshops on coping skills, handling financial and family issues during unemployment, and handling stress during unemployment.

Announcements from Around the Network



Katie Shinholster, Development Associate at JEVS Philadelphia, gave birth to her first child on November 22nd. Trey Richard Shinholster was 8 lbs. 1 oz. and 21” long! Katie, Daddy Rick and Trey are doing just great.



JFS Columbus has moved! The new address is 1070 College Avenue, Columbus, OH 43209. The phone number remains 614-231-1890



Mazel Tov to Judy and Neil Sacks of Boston on the birth of twins to their son Andy Sacks and his wife Gila. Liba Shoshannah and Moshe Yitzchak were born on November 22nd. Both children and parents are doing well.

IAJVS sends its condolences to Howard Berger on the recent passing of his beloved mother, Florence Berger.

Note from the Executive Director

I am proud to say that 2004 proved to be another productive year for IAJVS. We received a \$35,000 grant from the Bank of America enabling us to offer the very successful Train-the-Trainer initiative at the Annual Conference for the second year in a row. In addition, IAJVS was proud to learn that the DOL/disability Employment Initiative grant was renewed for a final year. Also, just in time to close the year with another win, IAJVS learned that the U.S. Department of Labor has awarded us a \$150,000 earmark for a program serving dislocated workers.

I am also excited to move into 2005 with a new Strategic Plan outlining the organization's goals and proposed projects for the upcoming year. Thank you again to the ad hoc committee for supporting the agency in reaffirming its decades-long commitment to assisting its member agencies serve the vocational needs of its clients, while operating through a Jewish prism that emphasizes Jewish leadership as well as service to the Jewish community.

Lastly, IAJVS welcomes Shalom Denver of Jewish Family Service of Colorado to the organization. We're so glad to have them as part of the IAJVS family.

2005 promises to be an exciting and fruitful year for IAJVS. I hope that our member agencies will continue to utilize the resources IAJVS offers- whether it be grant opportunities, professional development events, or inter-agency networking- to meet the varied needs of your respective agencies.

I wish you and your families a very Happy New Year.

Genie Cohen


Note from the President

We begin 2005 with a changed nation and world. The events of September 11th, the dot com bust, corporate scandals, a recession and rapidly changing organizations facing increased competition, new technologies, and greater emphasis on accountability and efficiencies bring both great challenges and opportunities for our network. We continue to address the many needs of our constituents - seeking creative solutions to unemployment, and the special challenges faced by youth at risk, older adults, émigrés and persons with disabilities. We have much to offer our communities - commitment, integrity, skill, and a history of helping people achieve greater economic and personal independence.

As together we face these challenges, may good health and the richness of loved family, friends and colleagues bring a New Year of hope, promise and opportunity.

Gail Magaliff

SAVE THE DATE!
IAJVS ANNUAL MEETING 2005
CHICAGO CITY CENTRE HOTEL
MAY 15-17



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**IAJVS: Socially Responsible
Leadership for the 21st Century**

About IAJVS: The IAJVS network is guided by a common mission set forth by Moses Maimonides: the greatest charity lies in helping people to become self sufficient.

Mission Statement: The International Association of Jewish Vocational Services strengthens the capabilities and capacity of its member agencies to increase economic self-sufficiency, foster independence and build a productive work force of its constituent clients.

Members: Our network consists of 29 non-profit health and human service agencies in the United States, Canada, Israel and Argentina. Our member agencies together serve over 350,000 individuals annually. They provide a vast array of critical services in the areas of employment, rehabilitation, skills training, literacy, and health.