

Exciting work is underway with much more to come in 2011!

IAJVS Looks Forward

As we begin a new year, IAJVS looks forward to continuing to strengthen the capacity of its network of agencies by serving as the collective voice, promoting this important work, providing opportunities to exchange ideas, and securing additional funds to help the network lead their clients toward work and independence.



iajvs@work



2010 Annual Report



Member Agency Listing

Jewish Family and Career Services, Atlanta
 Jewish Community Services, Baltimore
 Jewish Vocational Service, Boston
 Jewish Vocational Service, Chicago
 Jewish Vocational Service, Cincinnati
 Jewish Family Service Association, Cleveland
 Jewish Family Services, Columbus
 Jewish Family Service, Dallas
 Jewish Family Service of Colorado, Denver
 Jewish Vocational Service, Detroit
 Israel Elwyn, Jerusalem
 American Joint Distribution Committee Eshel, Jerusalem
 American Joint Distribution Committee Tevet, Jerusalem
 Jewish Vocational Service, Los Angeles
 Jewish Family and Career Services, Louisville
 Jewish Vocational Service, MetroWest New Jersey
 Jewish Community Services of South Florida, Miami
 Jewish Family and Vocational Service, Middlesex County New Jersey
 Jewish Family and Children's Service of Minneapolis, Minneapolis
 Agence Ometz, Montreal
 F.E.G.S Health and Human Services System, New York
 JEVS Human Services, Philadelphia
 Jewish Family and Children's Service, Pittsburgh
 Jewish Vocational Service, San Francisco
 MERS/MO Goodwill Industries, St. Louis
 Keren Rehabilitation Workshops, Tel Aviv
 Jewish Vocational Service, Toronto
 Jewish Social Service Agency, Washington D.C.

IAJVS unaudited statement of activities and change in net assets for the year ending December 31, 2010

Revenue

Membership Dues	\$184,800
Interest	\$8,897
Other	\$351,840
TOTAL	\$545,537

Expenses

Program Services	\$290,578
Membership Services and Administration	\$240,284
TOTAL	\$530,862
Increase/Decrease in Net Assets	\$14,675

IAJVS Staff

Genie Cohen, *Executive Director*
 Lucy Klain, *National Projects Director*
 Karen Rosen, *Executive Assistant*
 Kathy Wagner, *Fiscal Analyst*

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About IAJVS

The International Association of Jewish Vocational Services (IAJVS) is a not-for-profit membership association linking 28 health and human service agencies in the United States, Canada, and Israel. The network provides a wide range of vocational and rehabilitation services. Through its member agencies, individuals seeking to improve their lives gain access to career management, skills training, rehabilitation, mental health and health services.

IAJVS researches private, corporate, and government funding opportunities for its affiliates, provides executive and professional development through annual conferences, executive leadership forums, teleconferences, and train-the-trainer institutes, and acts as a clearinghouse for shared information and "best practices".

The IAJVS network of organizations is guided by a common mission set forth by the medieval Jewish philosopher Moses Maimonides – the greatest charity lies in helping people to become self-sufficient. To realize its shared mission, IAJVS

provides its membership with services that strengthen local capacity. IAJVS serves as the collective voice, representing the network nationally and internationally and promoting the important work of its local agencies here and abroad.

This past year, the network served more than 500,000 individuals from across the social strata including persons with disabilities, dislocated workers, welfare recipients, refugees and the elderly. New this year was the incredible increase in the needs of the middle class due to the continuing unemployment crisis. IAJVS agencies worked with over 40,000 employers throughout their service areas with a combined budget of over \$700 million.

We are proud to present a few highlights of 2010



IAJVS Receives Appointment to the National Advisory Board for Workforce Development

Executive Director Genie Cohen has been appointed to serve on the National Advisory Board of the John J. Heldrich Center for Workforce Development at Rutgers University. The Heldrich Center is one of the nation's leading university-based research and policy centers dedicated to the American workforce. Their research has led to practical solutions that effect national, state and local policies to help meet the needs of job seekers, employers and policymakers.

IAJVS Works With the NTAR Leadership Center

The John H. Heldrich Center for Workforce Development houses the National Technical Assistance and Research Center to Promote Leadership for Increasing Employment and Economic Independence of Adults with Disabilities (NTAR Leadership Center).

Due to the proven track record of helping employers recruit, hire, train and retain employees with disabilities, IAJVS was selected by The Heldrich Center to participate in a national case study research project to help identify successful strategies and offer lessons learned when working to help adults with disabilities find meaningful employment.

This major national study, entitled Ready and Able: Addressing Labor Market Needs and Building Productive Careers for People with Disabilities through Collaborative Approaches, is due to be released in early 2011 and will profile IAJVS' Financial Career Pathways project.

With a grant from the U.S. Department of Labor, IAJVS implemented the Financial Career Pathways project in which three IAJVS affiliates served as intermediaries between job seekers with disabilities and banks in their regions. During this Project, participating Jewish Vocational Services from Los Angeles, MetroWest New Jersey and San Francisco served 145 individuals with disabilities and placed more than half of these into jobs. All three affiliates have deployed practices and learned lessons that can be used by IAJVS, its affiliates, and other service agencies to aid adults with disabilities.

IAJVS is proud to continue to participate in these types of collaborations that help to ensure that workers are qualified and productive.

IAJVS Receives National Award

Executive Director Genie Cohen received a national award from CVS Caremark at the American Society on Aging/National Council on Aging Annual Conference. The Donald Davis Mature Worker Legacy Award recognizes leaders in the industry that are champions of mature workers. Genie was recognized for speaking out on the employment and training needs facing all workers – those with disabilities, youth and mature workers. Specifically noted was Genie's active involvement in the MaturityWorks Alliance, as well as her work to join the IAJVS network and CVS Caremark in partnership. These efforts lead to a state of the art Regional Learning Center in Boston, which trains qualified workers for positions within CVS. IAJVS and CVS/Caremark continue to explore new opportunities for collaboration.

IAJVS' National Collaborations

IAJVS continues to build collaborations with national partners. This year, IAJVS worked with the following organizations:

Essential Learning

IAJVS' partnership with Essential Learning allows staff at member agencies to receive discounts on all Essential Learning continuing education and professional development courses. Essential Learning offers online learning, staff compliance training and continuing education for behavioral health, mental health, addiction treatment, community health, developmental disability, community action and child welfare organizations.

Education To Go (ed2go)

Through a partnership with ed2go, IAJVS member agencies can now offer programs at reduced rates that will help their clients develop new skills and knowledge in order to stand out in today's competitive job market. Along with online courses that range in focus from core business/workforce skills and professional development to basic (life) skills and personal enrichment, ed2go offers online career training programs in the area of allied health, business and management, skilled trades, and technology.

Allied Barton

IAJVS and AlliedBarton Security Services have formed a national strategic partnership that promises to promote and enhance training and employment opportunities for workers in the communities they jointly serve. This partnership will increase the local capacity of IAJVS member agencies by providing job seekers with valuable career opportunities within AlliedBarton. IAJVS member agencies will help to prepare job candidates for assessment, screening, career exploration, training and employment at AlliedBarton in positions including Security Officer, Shift Supervisor, Site Supervisor, Account Manager, District Manager and support personnel. AlliedBarton and IAJVS are committed to providing employment opportunities for those in need.

Rabbinical Assembly's Joint Placement Commission

Due in part to the economic downturn, IAJVS has once again been asked to partner with the Rabbinical Assembly's Joint Placement Commission to help them develop new plans and strategies for finding employment. IAJVS member agencies will look at skill sets individuals may bring and help them to expand their vision beyond traditional rabbinic positions. This will include assessments and training to help colleagues shift from one area of the rabbinate to another, explore positions in new careers in the Jewish community, or switch to careers outside of the rabbinate. IAJVS is proud to renew this program and provide assistance as Rabbis transition to new employment opportunities.

IAJVS 2010 Annual Conference



Over 100 people from around the world decided to meet us in St. Louis to attend the IAJVS 2010 Annual Conference. We took an inspiring look at how our network has stepped up when needed most and responded in force to the economic and unemployment challenges of the new economy. Our conference was kicked off by an enlightening talk from Ms. Jane Oates, the United States Department of Labor's Assistant Secretary of the Employment

and Training Administration. Ms. Oates informed attendees about how she is leading the Employment and Training Administration in its mission to design and deliver high-quality training and employment programs for our nation's workers.

Also very well received was part two of the two-year *Retention Strategies Forum*, a continuation of the train-the-trainer initiative, generously funded by the Bank of America Foundation. This initiative supports the network's services to new, transitioning, and low-wage workers, as well as educates employers as to ways to retain and develop their workforce.

IAJVS would like to thank the Bank of America Foundation, as well as the following organizations for their support of this year's Conference: NISH/AbilityOne, CARF International, Paul J. Walker & Associates, Amper, Politziner & Mattia LLP, and Paraglyph.

Just a few of the valuable presentations included a timely discussion on utilizing *Social Media* by JVS Boston, *Innovations in Funding and Collaborations* by conference host MERS/Missouri Goodwill Industries, and *Afraid To Work* - an intervention designed to improve social anxiety as it relates to employment - presented by JVS Detroit in collaboration with the University of Michigan.

The IAJVS Annual Conference continues to be a special time to gather with colleagues from around the world, exchange ideas and discuss future opportunities. It is our goal that attendees leave with fresh ideas to help enhance services and begin new programs in their local communities.

Recognized at this year's conference with the IAJVS 2010 Corporate Award for providing exemplary job opportunities and services to IAJVS member agencies was AlliedBarton Security Services.



Pictured left at our awards ceremony is Virginia Cruickshank, F.E.G.S' Senior Vice President, Employment, Workforce Development Services along with Brent O'Bryan, AlliedBarton's Regional Director of Human Capital Management and Joe Cipolla, JEVS' Director of Corporate Employer Services.

IAJVS Receives Health Care Career Grant from the U.S. Department of Labor

IAJVS was awarded a health care career grant in the amount of \$2.9 million from the US Department of Labor for a *Virtual Career Exploration Gateway Project* to elevate web support and help highlight career and employment opportunities in the health care sector.

This grant will enable IAJVS to develop a protocol for teaching job seekers to access virtual resources and tools to investigate industries and occupations and to chart a course for their career preparation and/or advancement, including the creation of a "Job Seeker's Guide to Online Career Exploration". Also being developed is a training program to improve staff skills in assisting job seekers in using online career exploration and planning resources.

The Gateway Project will make it possible for the IAJVS network to:

- develop and implement strategies to expand the availability of computer "seat time" and Internet access for clients;
- improve customer's computer literacy and ability to navigate online resources;
- make tools available to help diverse job seekers better understand career exploration and planning and the virtual resources available to support these processes; and
- increase the capacity of workforce development staff to instruct clients in accessing online resources and become more effective career advisors.

Participating IAJVS member agencies include JVS Boston, JVS Chicago, JVS Los Angeles, JFCS Louisville, JVS MetroWest New Jersey, JF&CS Minneapolis, F.E.G.S Health and Human Services System New York, JEVS Human Services Philadelphia, and JVS San Francisco.

IAJVS Represents the Network in White House Meeting on Job Creation

Executive Director Genie Cohen attended a White House Summit on job creation and reducing unemployment. IAJVS was proud to be recognized for its success in putting people back to work, and to be selected as a participant in this important forum. Bringing ideas from across the IAJVS network, Genie spoke about the concept of On The Job Training as a successful model for job creation. Genie educated the group on the struggling economy causing employers to feel hesitant to make investments in hiring and retaining workers. Discussion included incentives for employers such as training wages partially funded by the government, which has proven to lead to employers keeping those newly trained workers on the job once government funding ended.