



IAJVS Executive Quarterly Report

Vol. 4, No. 4 • October-December 2001

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Keynote Speakers Selected for 2002 Annual Meeting

This year's IAJVS/AJVSP Annual Conference will take place in Toronto, Canada. The conference will kick-off on Sunday, June 2nd and will run through noon on Tuesday, June 4th. **Save The Dates!!!**

Two keynote speakers have already been selected for the conference and a glance at their respective bios will attest to IAJVS' commitment to bring talented and qualified speakers to the annual meeting.

Anne Golden became President and Chief Executive Officer of The Conference Board of Canada, Canada's premier applied research organization, in October 2001. She is recognized for her proven leadership, proficiency in the public policy arena, strong academic credentials and range of experience in the business, not-for-profit, government and academic sectors.

Before joining the Conference Board, Dr. Golden served as President of The United Way of Greater Toronto for 14 years. The "Excellence Award for Anne" was created by The United Way of Canada to recognize her

leadership, insight, proficiency and capacity for innovation and implementation.

Dr. Golden has received national recognition for her role in the public policy arena, especially for her work on homelessness. She chaired two influential task forces: one for the City of Toronto and the federal government on homelessness (in 1998) and one for the provincial government on the future of the Toronto area (in 1996).

Dr. Golden's political experience includes serving as Policy Co-Chair for the Ontario Liberal election campaign in 1981 and as Operations Coordinator for David Crombie's 1972 Toronto mayoralty campaign.

Dr. Golden, who holds a doctorate in history, has received two honorary doctorates, one from York University (June 2000) and the second from Ryerson Polytechnic University (1997).

Since 1976, **Alfred P. Miller** has been the Executive Vice President/CEO of Federation Employment & Guidance Service, Inc. (F.E.G.S.), the largest not-for-profit health related and human services organization in the United States. The Agency, whose annual budget approaches \$150 million, provides a broad range of employment, career planning,

skills training, family and children's services, behavioral health, rehabilitation, home care, residential, developmental disabilities and related services to more than sixty thousand people a year throughout metropolitan New York.

Mr. Miller is considered one of the country's foremost leaders in his field. During his tenure at F.E.G.S., he has been appointed to numerous commissions, boards and advisory councils. He has served as Adjunct Faculty of the New School for Social Research, Cornell University School of Labor and Industrial Relations and the College of Human Ecology. He has lectured at numerous colleges and universities, spoken with business, government and organizational groups, published extensively and been the recipient of many international, national and professional awards. Some of Mr. Miller's appointments include: The New York City Board of Education Advisory Council on Occupational Education, The New York State Regents Committee on Low-Performing Schools, the State Education Department's External Panel to review the Office of Vocational Rehabilitation (Past Chair), the Governor's Task Force on Rehabilitation Services (Past Chair), the New York State Association of Rehabilitation Facilities (Past President), the American Jewish Committee and others.

A few years ago, Mr. Miller was Delegation Leader to the People's Republic of China, Citizen's Ambassador Program. He has also provided technical assistance to South Africa, Israel, Puerto Rico, Argentina and Hungary, addressing the economic development and social service needs of these nations.

An alumnus of New York University/Washington Square College and Graduate School of Arts and Science, he has completed all of his course requirements for a Ph.D.

YouthAbility Grant Update

The youthAbility national collaborative involving 10 IAJVS affiliate agencies is in full swing. All 10 sites are doing great work recruiting youth with disabilities into service in their communities. At the national level, Thea Kachoris-Flores, our Corporation for National Service program officer, visited IAJVS in December. She spent 2 days with IAJVS and 1 day with JEVS, Philadelphia, meeting staff and learning about our program. We thank Thea for her program suggestions and support.

IAJVS Resubmits Grant Proposal to DOL

In late December, IAJVS submitted a grant proposal to the US Department of Labor for a program that was successfully funded in the past. The proposal, entitled: *Training in Computer Technology Skills for Individuals with HIV, AIDS & Other Severe Disabilities* would allow sites in Boston, Chicago, Gulf Coast, Philadelphia and San Francisco to continue with computer training programs that were originally funded by the Department of Labor beginning in September 1998. The original competitive grant was intended to provide funding for one year, with the option of renewal for an additional two years.

This was the first federally funded IAJVS collaborative project and we are all proud of its results: The program trained 221 clients and placed 133 individuals into competitive employment. Everyone at IAJVS is anxiously awaiting good news from the Department of Labor regarding this grant's renewal.

IAJVS holds its 2001 Board of Directors' Meeting

Members of the IAJVS Board of Directors gathered at the Eden Roc Resort & Spa in Miami on December 1st and 2nd for the annual Board of Directors' Meeting. David Saltman, CEO of Jewish Community Services of South

Florida, and his wife Pemmy graciously hosted executives and guests, who arrived early, on Friday November 30th. IAJVS would like to take this opportunity to extend our warmest thanks to the Saltmans for their hospitality, delicious meal and bird's eye view of Al Capone's house across the water!

IAJVS Represented at UJC's General Assembly

Genie Cohen attended the United Jewish Communities' General Assembly, held in Washington, D.C., this past November. Presenting on behalf of the IAJVS network, were Jay Spector, CEO of JEVS, Philadelphia and Gary Miller, Executive Director of JFCS, Atlanta. The two presented at a workshop entitled "Effective Service Delivery in a Competitive Marketplace." This was one of few sessions where professionals from our field of social service providers were invited to present. The workshop provided a forum to discuss the options for local Jewish agencies to remain effective in an environment of shrinking dollars and increasing demand. Topics covered in the workshop included: mergers, acquisitions, and diversification of program and financial resources.

Also representing our network was Dr. Ernie Kahn who attended the Human Services and Social Policy Pillar meetings, along with Genie Cohen. We are proud to have had a resolution entitled: "Invest in Workforce Development Efforts that Contribute to Self-Sufficiency and Economic Prosperity," which was among eleven other resolutions also approved by the Delegate Assembly. Many of you will recall assisting in the early stages of drafting this resolution at an Executive session during IAJVS' Annual Conference in Philadelphia.

Agency News



A special thank you to everyone who submitted information for this column. If you would like us to print something about your agency in our next quarterly report, please send your news to Bill Lynch (lynchw@iajvs.org)!!

Baltimore

JVS, Baltimore has received a \$25,000 grant from the Baron De Hirsch Fund to provide special employment services to older immigrants. The program will focus on immigrants over the age of 40 who have not moved beyond low-paying, entry level jobs. Services will include computer tutorials and business English classes. A local grant will be used to add a skill-training component. Participants will also receive placement services.

We are grateful to IAJVS' Genie Cohen for making the *shiddach* (match) between Baltimore and the Fund. A brief description of how this grant was developed may inform our system of how we can benefit from Genie's contacts.

Genie met Natasha Mazurova, Baron de Hirsch Program Officer, at the 3rd International Conference on Personal Adaptation, in December 2000, and raised the idea of a grant to the IAJVS system. The goal for funding was a coordinated, vocational demonstration project that would include several agencies. The project was scaled back to two agencies, one on each coast, with both focusing on training older immigrants. Because of limits on individual grant awards (\$25,000 maximum), it was agreed that Baltimore would continue to pursue the funding alone. Genie's personal relationship with Ms. Mazurova and her development efforts on behalf of the project opened the door for Baltimore's request for funding. In a recent phone conversation, Natasha communicated to Genie that she is very excited about this program and if very successful, hopes to fund the model at other JVS locations.

Boston

The Work Place, JVS, Boston's One-Stop Career Center, has created a series of innovative services to provide job readiness and placement assistance for court-involved job seekers. Working with funding from the US Department of Labor, the US Department of Education, Bunker Hill Community College, the Suffolk County House of Correction, and the Boston Police Department, The Work Place has designed customized services for incarcerated men and women, non-custodial fathers, and others involved in the court system. These innovative service models bring the employment-related services to the customers, whether they are in a pre-release center, in the jail itself, or in the community.

Through a generous grant from the Fox Auerbach Foundation the **JVS Center for Careers and Lifelong Learning (CALL)** will study and compare the benefits of case management versus mentoring as a long term support provided to our clients over a two year period. Sixty clients will receive intensive case management for six months after being placed in a job and sixty clients will meet regularly with mentors for the same period of time

We are pleased with the recent *Boston Globe* editorial, December 3, 2001, highlighting JVS, the CALL, and our work to end generational poverty.

Neighborhood Business Builders, the economic development program of JVS, Boston, was awarded a grant from the Small Business Administration called BusinessLINC. The goal is to start to link small businesses with large businesses for growth through direct access and mentoring relationships.

NBB received 3 year funding from Dept of Health and Social Services to work with low-income individuals, those at or below the poverty line.

NBB was awarded a training and technical assistance grant from the Small Business Administration to provide business assistance

and training to low and very low income individuals. We have proposed training four distinct groups of entrepreneurs through collaborative partnerships with other agencies. These organizations are:

- Massachusetts Rehabilitation Commission: to provide supports to entrepreneurial individuals with disabilities who wish to participate in microenterprise training;
- Haitian Coalition to serve Haitian women who wish to start Family Child Care in the Somerville, MA area. JVS will work with HC to leverage its training in child-care with JVS's microenterprise business training to build sustainable home day care businesses.
- Nuestra Comunidad Development Corporation to provide business training to low-income entrepreneurs who wish to start micro catering businesses through NCDC's new Commercial Kitchen Incubator)
- Metro South Business Assistance Center: will assist in outreach to the low income and immigrant communities in Brockton. NBB will host microenterprise training classes on site.

In addition to these exciting new programs, Neighborhood Business Builders approved more loans in its Microlending program in the first quarter than all of last year.

Adult Education

We received a new grant from the Mayor's Office of New Bostonians to provide English classes for some of our clients on our waiting list. We also received new grants to provide pre-GED classes for the Sudanese Lost Boys, to develop an Economic Literacy program, and to offer ESOL classes for residents of Boston's Empowerment Zone.

A new program was established for dislocated workers, funded by a City of Boston contract. This program provides English classes to help dislocated workers improve their chances of being reemployed. In conjunction with their English training, the participants also receive assistance in finding jobs.

Chicago

JVS, Chicago's **youthAbility** and **CareerConstructors** programs were recognized with the "Best Practices" Award at the Youth Provider Summit on January 14, 2002. In addition to receiving these awards, staff representing each program facilitated three roundtable sessions during the conference.

youthAbility is funded through IAJVS as one of ten cities that recruits and matches youth with disabilities into volunteer service opportunities. The **youthAbility** recruiter works in conjunction with 15 area high schools and colleges to develop service learning based opportunities for students with disabilities. Youth with a variety of disabilities have been recruited and matched to volunteer opportunities specific to their areas of interest. Since September 2001 **youthAbility** has already achieved 57% of its annual matching goal.

One particular success story comes from the Alden Nursing Home of Skokie, IL. After hard work and many interviews youthAbility-Chicago matched a blind-deaf, CP Jewish participant with a volunteer position at a Nursing Facility. A position was created for her by the nursing home volunteer coordinator in conjunction with the youthAbility recruiter and her ORS counselor. Her position will involve sorting silverware, folding napkins, folding laundry and involvement with the activities department.

The **CareerConstructors** program works with students with disabilities who are transitioning out of high school and wish to obtain competitive employment in the community. JVS, Chicago staff coordinates job development and placement activities with each school's transition coordinators and prevocational counselors. The frequency, method and duration of services are planned to meet the individualized needs of the students. During the last three years, seven schools and more than 200 students with disabilities have received specialized job placement assistance in the high school setting.

The Summit was developed by the Youth Council of the Workforce Board of Northern Cook County, North Suburban Education to Careers, Northwest Suburban Education to Careers Partnership, NSERV, Oakton Community College and Workforce Development.

For more information on these and other programs at JVS, Chicago, please visit their Website at www.jvschicago.org.

Detroit



JVS, Detroit is an integral partner in the Youth Opportunity (YO!) Movement in Detroit, a national initiative to provide training and education to youth ages 16- 21 who are not in school and at-risk of permanent joblessness.

To integrate youth into the larger Detroit career development system, JVS, Detroit operates out of two YO! service units. Eight staff are assigned to the project to determine participant eligibility, conduct initial assessments and develop individual service plans for consumers. Referrals to appropriate community services and resources are also made

In addition, JVS, Detroit, provides training, career exploration, job shadowing, job tryouts, placement and follow-up supports to youth in the Detroit Empowerment Zone through Career Start, also a YO! Program.

The City of Detroit was one of 23 urban areas that received a Youth Opportunity grant by the U.S. Department of Labor Employment and Training Administration. Along with JVS,

Detroit, a number of local corporations and community-based organizations are involved in the project.

F.E.G.S.

- More than 1300 students of the Borough of Manhattan Community College, adjacent to Ground Zero have not returned to school following the events of Sept 11th. Depression, anxiety, and reported suicide attempts have affected the entire college.
- Some 35 twins lost a twin in the World Trade Center tragedy; these "twinless twins" and their families carry unique pain and need extensive services to rebuild their lives.
- Thousands of residents, families, widows, singles reside in the apartment towers that face the barren hole that is the remains of the World Trade Center. They can't 'just get over it', it is outside their windows.
- More than 80 Russian speaking émigrés are among the September 11th missing. Adding to the personal loss of these victims' families, this large émigré community is overwhelmed, remembering how they escaped persecution and came to America for freedom and safety
- New York City has lost over 100,000 jobs in the aftermath of the disaster; added to the downturn in the dot/com and technology world, the newly unemployed are from every industry: business, finance, advertising, law, hotel/restaurant/entertainment and cover every job category. A recent job fair brought 15,000 people within the first few hours.

F.E.G.S. has been there to help. Immediately following the disaster F.E.G.S. was called in to provide trauma and stress counseling, and has since reached out to thousands of New York residents and workers. The unique capacity of F.E.G.S. to offer counseling, family support, community outreach, and employment and career services combined with the infrastructure to manage these services, has enabled the Agency to provide immediate access to people in need. On going training for core and crisis

staff has been critical to the effort. F.E.G.S. is working closely with our Israeli colleagues, whose expertise in trauma response is unparalleled. Grants from UJA Federation of New York with the support of United Jewish Communities and The New York Times Fund support case management, intergroup relations, volunteer crisis prevention training, and Back to Business Career Seminars. An intensive F.E.G.S. community rebuilding effort in lower Manhattan is supported through The September 11th Fund. A National Emergency Grant will provide laid off job seekers with an array of employment assistance services. Through the support of FEMA, Project Liberty services provide outreach and short term counseling to communities throughout New York. F.E.G.S. is utilizing these resources, learning, and working with our many partners here and in Israel to build protocols for the future, to prepare our agencies, our communities, and our citizens.

Israel Elwyn

Israel Elwyn, with the assistance of a grant from the UJA/Federation of New York, has begun a program in which residents with developmental disabilities, living in Israel Elwyn's network of supported homes, have the chance to give back to their community through volunteering. The participants in this program, through support, training and encouragement, have the opportunity, after work, to volunteer in one of a number of community projects. Projects include serving meals in a soup kitchen; working in the storage room of an organization that provides clothes, heaters and other equipment available to new immigrants and others in need; and working in a senior center. Although the project only began in September, it is already making an impact on these volunteers with special needs, and those whom they serve.

In other news, five residents of an Israel Elwyn supported apartment recently spent a five-day vacation in Paris, France, with the accompaniment of two of their support staff. The five spent a magical week in Paris and its surroundings, visiting, among other landmarks: the Eiffel Tower, The Opera House, Musée du

Louvre, Notre Dame, the Arc De Triomphe, and spending a day at Euro Disney. They particularly enjoyed traveling on a plane, the Metro and a cruise on the Seine River. The only complaints received were that the trip wasn't long enough!

This special vacation for residents with developmental disabilities is part of an ongoing program by Israel Elwyn to encourage and sponsor meaningful vacations for individuals with special needs. In the past, Israel Elwyn has arranged such vacations in Eilat, Tiberias and Turkey.

Los Angeles

With client traffic up over 40 percent due to the current recession, JVS, Los Angeles has introduced new initiatives and expanded others to meet the needs of the people we serve.

JVS, Los Angeles's **CoffeeWorks** program is brewing cappuccinos – and drawing attention. **CoffeeWorks** is an innovative project helping people with disabilities find good jobs – and keep them. Young people with disabilities learn to prepare and serve coffee, beverages, and snack food to customers, and gain real-world training in money management, customer service, teamwork, and more.

Another program focused on the disabled, **youthAbility**, made possible through the IAJVS national collaborative, has been extremely successful this past year. With over 30 placements and a recent holiday event at a local hospital, students are gaining experience and skills that will help them transition into the workplace. Additionally, many of our clients are taking advantage of the **Winning New Jobs** workshop aimed at helping people deal with mental health issues involved with unemployment and layoffs.

Our new **CNA program** (certified nurse's assistant) trains immigrants and refugees who have been on welfare for 30 months or more for a career in healthcare. Once placed in the program, participants begin receiving pay from their first day of training, and they are

guaranteed employment at the state of the art Jewish Home for the Aging.

If we weren't busy enough with our new programs, our **JVS Jewish Community Scholarship Fund** awarded \$275,000 to 132 Jewish students this fall. Scholarships range from \$750 - \$5,000 and are based on financial need. Over \$2.2 million in scholarships have been awarded since the program began in 1972. Though the interests and career paths of recipients are widespread – from medicine and law to film and the arts – their goals are all the same; they wish to improve their lives and the lives of others through advanced education.

Miami

JCS of South Florida, Inc. is pleased to announce the selection of Richard K. Slavin as chairman-elect of the board of directors. Slavin, currently serving on the Executive Committee, will succeed Martin Fine as chairman, beginning in July 2002.

"Dick Slavin brings many years of experience to the board of directors and will be a great asset," said David B. Saltman, LCSW, president/CEO of JCS. "With his dedication to the organization's mission to ensure the quality of life for the community and his management skills, Dick brings the tools and the judgment that will help JCS fulfill its goals."

As chairman of the board, Slavin will oversee the seven-member executive committee and the 67-member board of directors. He was previously chairman of the board of Jewish Vocational Service, one of the three social service agencies that merged to form JCS one year ago.

JCS of South Florida, Inc. has also received a grant award of \$152,500 from the Health Foundation of South Florida for an Emergency Home Care Program.

"Masada and JCS are committed to promoting quality of life and enabling seniors and disabled persons to live in the most independent and

least restrictive environment possible," David Saltman said.

The Health Foundation award is granted to JCS' affiliated Masada Home Care Program - that provides high-quality health services to the frail elderly and persons with disabilities - to provide home health services for at-risk and disabled adults with an emphasis on emergency and crisis management.

The goals of the program are to ensure a safe environment for clients, reduce the potential for institutionalization and hospitalization and ensure that clients are receiving proper nutrition as well as personal care.

Many clients suffer from chronic health conditions such as diabetes, arthritis, bronchitis, mental illness, dementia, macular degeneration/blindness, frailties of old age, or may have a spouse with a profound illness and be unable to care for them.

The Health Foundation of South Florida was established in 1993 as a not-for-profit charitable organization, funding health education, healthcare services, healthcare system development and medical research. The Foundation has awarded over \$34 million in grants for programs supporting the underserved within the South Florida community.

For more information, contact Ela Goldfarb, (305) 576-1660, Vice President, Jewish Community Services Senior Adult Division.

In addition, JCS of South Florida, Inc. is pleased to announce Two's Company, a new companion program for senior adults in Miami-Dade County. Carefully matching volunteers with seniors, Two's Company is designed to assist Holocaust survivors and other senior adults who are challenged by loneliness and isolation.

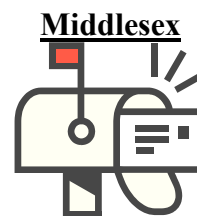
More than 50 senior adults were quickly identified and enrolled in the program, and that number is expected to increase dramatically as

word of Two's Company spreads throughout the community.

Volunteers visit their clients once a week or make reassuring phone calls. Volunteers are encouraged to do things that friends do together such as take a walk, run an errand or just lend an ear. Being there, reliably and with a caring attitude, are the main requirements so that a relationship is established.

Ongoing training sessions and support are made available to the volunteers. Volunteers and seniors are carefully matched so bonds are easily established and friendships can flourish. An extensive screening and training process is conducted for the volunteers.

For information on the program or to volunteer, contact Barbara Davis, volunteer coordinator, (305) 932-4200, Ext. 114.



JFVS of Middlesex County has relocated. Please note that the new contact information is:

***515 Plainfield Avenue
Suite 201
Edison, NJ 08817
Voice: 732-777-1940
Fax: 732-777-1889***

Philadelphia

As the welfare "five-year wall" approaches, JEVs Philadelphia is working to help welfare recipients throughout the city move closer to economic self-sufficiency through the Maximizing Participation Project (MPP). The goal of the program is to help clients who will be cut off from federal assistance in 2002 to participate in some type of work activity—from supportive, subsidized employment to an independent work environment.

This voluntary program, funded by the Pennsylvania Department of Welfare, assists

individuals with barriers to employment, such as physical or mental disabilities, and people with multiple or undiagnosed barriers. Those who have been unable to connect or remain connected to the workforce are another prime audience.

JEVS case coordinators will work with MPP clients and their families in a team-centered approach to identify and remove barriers to needed services that would help clients find employment. This includes team participation and collaboration with local social service providers such as the Office of Vocational Rehabilitation, Department of Human Services, managed care, behavioral health and drug and alcohol agencies, and other community agencies as needed.

JEVS is responding to the needs of these hard-to-employ welfare recipients in many ways:

- Hiring a large, diverse staff of varying professional backgrounds, as well as people who speak Spanish and other languages prevalent in the city;
- Maintaining a low coordinator-to-client caseload ratio to allow JEVS to better address issues that are keeping clients from getting into the workplace;
- Collecting information about a client's goals, interests, functional capacities and limitations, and supports and accommodations required in order for a client to achieve employment goals;
- Providing such specialized services as helping those with disabilities who are unable to work navigate Social Security's Supplemental Security Income (SSI) application.
- Moving some clients into existing JEVS's skills training and vocational programs to fulfill clients' employment goals.

The state's Maximizing Participation Project incorporates parts of a concept paper proactively devised by JEVS and other partners on transitioning long-term welfare recipients into job opportunities.

"We knew that people would be left hanging," said Allison Ruvo, JEVS's director of Welfare to Work programs. "With MPP, we will be able to intensively work with the clients to identify barriers, address the issues and then move past them. Self-sufficiency really means having a better quality of life. MPP can help them achieve that."

For more information about MPP, please call 215-537-1400.

San Francisco

JVS, San Francisco recently received a \$30,000 grant from the Working Ventures Grants Initiative for "Becoming an Outcomes-Driven Organization". JVS-SF was one of four awardees in the nation and will use the grant to enhance our client outcome information system. This system will increase our ability to measure outcomes in a way that will improve our program planning and evaluation process so we can better serve our clients. JVS, San Francisco is implementing new technology – a bar code registration system – to automate client registration and track service usage. To build on this work, JVS, San Francisco will use the grant from Working Ventures to build capacity for tracking outcomes, develop an analysis strategy and enhance data collection tools and reports.

The specific areas to be developed in this process include: defining outcomes to be measured; identifying "real-time" data to be gathered; developing follow-up tools for tracking outcomes; linking relevant client and employer data; improving automated reports and analysis capacity; identifying staffing needs, methods and process for evaluating data; developing a process for sharing information with key stakeholders; and linking performance outcomes to financial measurements. JVS, San Francisco will work closely with Working Ventures to implement this project. Working Ventures is an initiative of Public/Private Ventures, a national nonprofit organization whose mission is to improve the effectiveness of social policies, programs and community initiatives.

How to Contact Us

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We welcome your comments and suggestions.