



# FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

Volume 9 Number 1

Winter 1991

## In Memoriam

We spend a considerable amount of our adult life at our job with our co-workers. For many this is a necessary evil, but for Dave Selby, who died on December 11, 1990 from complications arising from a November 23, 1990 motorcycle accident, it was a joy. Dave loved his job and his co-workers. He displayed this love through his many thoughtful actions. People in DVRS and throughout the Department who had an opportunity to work with Dave during his 20 years at DOL have many fine memories of this man.

Dave was the grants manager for DVRS and was proud of the work done by the Division. He worked hard to make sure that the dollars that were available to the Division went as far as those dollars could possibly go. This was a difficult and controversial task but one that Dave handled with sound professional judgment and his ever present sense of humor. He always took his work seriously but never himself. He was always the first to poke fun at himself.

Dave accomplished much during his 49 years and although his passing was untimely, Dave's zest for life made sure that every

precious moment was well spent. His extended family at DOL express their sympathy to his wife Darlene and his three children Sharon, Susan and William. We are grateful for the time Dave spent with us and for the many fine memories he has left us.

Michael Larkin

\* \* \* \* \*

MAR 4 1991

## Ramblings

By: Daniel V. Will, Chief, Rehabilitation Services

We would like to welcome and announce that Mr. James A. Ware is our new Assistant Commissioner. We join Mr. Ware in the Employment Security and Job Training Directorate in the Department of Labor. The other Divisions under his leadership are the new Division of Employment and Training Services, the Division of Employment Security Revenue, the Division of Unemployment and Disability Insurance. This is part of Commissioner Bramucci's organizational restructuring plan.

PIP (Placement Incentive Program): At the present time we are not processing PIP forms for payment as we are uncertain as to the status of those funds. Please continue to submit the forms on a regular basis. If we can expend the

**CONTRACTS:** We are still reviewing the Extended Employee contract format. We will also be presenting the options to a committee which includes members of the Association of Rehabilitation Facilities. As soon as we have a sample, and the accompanying boiler plate, we will share it with you.

**EXTENDED EMPLOYMENT TRANSPORTATION PROCESS:** Acquiring the data and processing the checks for the extended employee reimbursement for transportation has become a major undertaking. I think that we have the process to the point where it should flow more smoothly. This would be a major accomplishment. We are interested in any suggestions that might simplify it. We are also in the process of reviewing the Administrative Code covering this activity with the hopes of assuring county transportation systems of being reimbursed.

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**Justin Dart Announces:**

It is my privilege to announce the appointment of Richard C. Douglas as the new Executive Director of the President's Committee on Employment of People with Disabilities, as of February 24, 1991. Mr. Douglas has served as Director of the Vermont Division of Vocational Rehabilitation since February, 1985. He served as Assistant Director of Advertising for Pitney-Bowes Corporation from 1967-1972, and Advertising Manager, U.S.A.

for British Airways from 1972-1982. In addition, he has extensive experience as a marketing consultant.

Mr. Douglas has been an active advocate for disability rights and the Americans with Disabilities Act. He organized all of the recent disability rights meetings which I have held in Vermont. He has also provided leadership support for the Vermont Governor's Committee on Employment of People with Disabilities, Projects with Industries, state attendant care funding, supported employment initiatives for persons with mental retardation and mental illness, services for persons with head injuries, independent living, ADA implementation, disability-related television and other areas.

I deeply appreciate the contributions of the distinguished members of our Search Committee who worked long hours during the past few weeks to assist me in choosing from among more than 70 highly qualified candidates to become permanent Executive Director of PCEPD.

I know that all of you join me in congratulating Rick Douglas, and in pledging total support for his administration of the President's Committee.

**Cornell's Corner  
Rehabilitation Direct Service Personnel Series**

**Upcoming Training Programs:**

- \*Orientation to Rehabilitation Services ... Sept. 24-26, 1991, Ithaca, NY
- \*Orientation to Supported and Job-Client Match Tech-

niques (Job Coach I) ...  
Sept. 17-19, 1991, Ithaca,  
NY

\*Job Coach Practicum (Job  
Coach II) April 1-3, 1991,  
New Brunswick, NJ, Oct.  
1-3, 1991, Ithaca, NY

\*Positive Behavioral Sup-  
ports .... April 3, 1991,  
New Brunswick, NJ

\*An Introduction to Cogni-  
tive Retraining for Job  
Coaches ... April 24-25,  
1991, New Brunswick, NJ

\*Employment and Social Sec-  
urity Benefits ... May 17,  
1991, New Brunswick, NJ,  
Oct. 4, 1991, Ithaca, NY

\*Working Effectively with  
Families ... Sept. 30,  
1991, Ithaca, NY

Personal Renewal and Effec-  
tive Caregiving ... May 9,  
1991, Ithaca, NY

\*Effective Writing Skills  
for Human Service Profes-  
sionals ... May 29, 1991,  
Ithaca, NY

\*Natural Supports in the  
Workplace ... May 31, 1991,  
Ithaca, NY

\*Follow-Along and Case Man-  
agement Strategies (Job  
Coach III) ... May 13-14,  
1991, New Brunswick, NJ

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Division of Vocational Rehabilitation Services

**Stephen G. Janick, III** - Director

**Sharon Caldwell** - Assistant Director

**Alexander Kirk** - Assistant Director

**Daniel V. Will** - Chief, Rehabilitation Services

**James Agre** - Facilities Specialist

**Janice Pointer** - Facilities Specialist

**Allen L. Waters** - Facilities Specialist

**Robert F. Voorhees** - Facilities Auditor

**Laurette M. Walsh** - Technical Assistant

**All communications to:**

Laurette M. Walsh, Editor

Facilities Facets

New Jersey Department of Labor

Division of Vocational Rehabilitation Services

C N 398

Trenton, New Jersey 08625-0398

Phone: (609) 292-7496

TTY/TDD Phone: (609) 292-2919

Nov. 4-5, 1991, Ithaca, NY  
\*Special Issues in Support-  
ed Employment Practice (Job  
Coach IV) ... May 15-16,  
1991, New Brunswick, NJ,  
Nov. 6-7, 1991, Ithaca, NY  
\*Career Choice and Promo-  
tional Strategies for Per-  
sons with Disabilities ...  
June 3-4, 1991, Ithaca, NY  
\*Case Finding and Community  
Networking ... June 10-11,  
1991, Ithaca, NY

For further informa-  
tion, contact: Michelle  
Eastman, Administrative  
Aide, Human Services Admin-  
istration Program, Cornell  
University, 106 ILR Exten-  
sion, Ithaca, NY 14851-  
0952; 607-255-2906, TTYTDD  
607-255-7665

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## The Central Jersey Report

By: Allen L. Waters, CRC

Always approach the  
task of making a signifi-  
cant contribution to our  
communications network,  
with fear of the unknown in  
terms of the issues you are  
concerned about, coupled  
with an awareness that  
there is a "light" at the  
end of the tunnel. So, on  
the lighter side, we wel-  
come the New Year with some  
new faces in the various  
facilities along with ex-  
pressing an appreciation  
for all your contributions  
to enhance the quality of  
life for persons with dis-  
abilities.

The New Year also ush-  
ered a return back to  
work of Ms. Frances  
Spezzano, a long time, ded-  
icated employee (encompass-  
ing many roles), of the  
Occupational Center of Uni-  
on County.

I would also be remiss  
if I did not note the pass-

ing of our Grants Manager, David Selby, since our last news letter. David was a long time career employee who had a special regard for rehabilitation facilities and was a major influence in the development of the program. For his contributions, we are forever indebted!

The following parable is submitted as food for thought:

#### Beyond Programs: A Parable

In the beginning, there was a placement, and lo we were happy when it happened, as placement was not mandated for adults who happened to experience severe disabilities. And so we said, this is good. And placement multiplied and filled the earth.

And then, we said, let us make programs, which focus on serving clients. And clients were defined and labeled, and grouped according to their labels and assigned to programs based on their labels.

And programs created services for each label, and state agencies developed unit costs for each service. And programs prospered and multiplied, and we said, this is very good.

And as programs prospered and multiplied, a cry arose: Let us evaluate these programs to see how good they really are. And program evaluation, state regulations, quality assurance, compliance plans, and other program measures were created. And they multiplied and filled volumes.

And in those times, a person arose who was a client, but who was also a

prophet, and said: "I don't want to be a client, I want to be a person. I don't want a label, I want a name. I don't want services, I want support and help. I don't want a residential placement, I want a home. I don't want a day program, I want to do meaningful productive things. I don't want to be "programmed" all my life; I want to learn to do things I like and go places which I like. I want to have fun, to enjoy life and have friends. I want the same opportunities as all of you: I want to be happy."

And there was a long silence. And lo, everyone realized that they must look beyond their programs. But they were troubled, and they asked: How can we do this? Would not each person need their own unique program and system of support and his own individual measure of quality?"

And the prophet replied: "Even as you say, so should it be done - Just as you do for yourselves."

Written by: Michael McCarthy

Peace - Spring is around the corner!

\* \* \* \* \*

#### North Jersey News

By: Janice Pointer

The following are questions asked by counselors working with facilities.

Must all clients referred to a workshop program have a psychological evaluation prior to referral?

The CARF standards manual (section 2, Program standard) states that clearly written criteria for admission into a facility program should exist. It further states that special examinations should be arranged as "indicated by the needs of the person served."

The purpose of vocational evaluation is to measure aptitude, interest, functional assets and liabilities, socially, mentally and vocationally, to assist the individual in reaching maximum vocational potential. Certainly we substantiate the need to secure all relevant specialty exams to aid in this process.

The Rehabilitation Specialist's decision to secure such examinations should be based on an assessment of the client and expected outcome based on his/her participation in the evaluation process. The decision should be discussed with and supported by the workshop personnel involved with the client.

When an EE client who has participated in a workshop program requires services at another site, on what basis should DVRS sponsorship be considered?

How long has the client been out of program? If this is a simple transfer with no significant break in program then this procedure can be handled by the workshop by reporting the client to Central Office on their monthly MSEPU update sheet. If the facility feels that they want to evaluate or provide training to the client at their site, then the counselor's decision for spon-

sored programming should be based on an assessment of the records from the other facility and the reason for the request from this facility. The Specialist should review the level of functioning of the client, the client's current circumstances and any changes that may affect his performance in program and the vocational outcome expected from the client's participation at this facility. Adequate documentation for the decision of programming is sufficient basis to provide the service.

The process of working with facilities in providing services to client is greatly enhanced by mutual respect and trust on the part of workshop and DVRS personnel. Where there is a breakdown in these two qualities necessary for client service planning, decision making becomes an arduous task rather than a shared effort to assist a person with a disability to maximize his vocational potential. It is in our best interest to continue to foster positive relationships among ourselves throughout the state.

\* \* \* \* \*

### South Jersey Happenings

By: Jim Agre

#### Goodwill Industries of South Jersey - Camden

Welcome to Robert Dugas, newly appointed Executive Director. He assumed his duties in November. Mr. Dugas was previously Sales Director of Goodwill in West Palm Beach, Florida.

The agency is planning to relocate its headquarters to a nearby community. Presently a building search is taking place.

Mr. Dugas will be rebuilding his staff and program of services, ably assisted by Mr. Allen Samuels, the Rehabilitation Director.

We were saddened to learn of the death of David Selby, our Facility Auditor. David was a long time loyal employee of DVR and a personal friend of mine. He will be missed. Bob Voorhees has assumed all of our agency's fiscal operations.

Easter Seals of Cumberland County recently had a formal dedication ceremony of its new State of the Art building in Millville.

In attendance were local dignitaries, our Director, Stephen Janick and many people of the rehabilitation community, as well as Easter Seals executives and family members of the center's clients.

A special presentation was made to Mr. Frank Amari, Chairman of the center's Advisory Council, by Dan Kelly, the Executive Director.

We extend our Best Wishes to Dan and his devoted staff!

\* \* \* \* \*

### News! News! News!

Business Week, December 24, 1990 reported IBM has developed software that could help about 12 million people in the United States who suffer from severe injuries, disabilities, the effects of drug abuse, or neurological disorders.

Often their condition causes memory loss or trouble recognizing everyday objects. The package called THINKABLE sharpens memory and perception skills by flashing different images on the computer screen and asking patients to recall the order in which they appeared, among other tasks. THINKABLE employs animation, digitized photographs, and natural voices to lead patients through a variety of drills.

Available in March for PC's using the OS/2 operating system, the \$4,800 software is designed to make patients less dependent on their doctors, therapists, and family members. The software can also help clinicians create graphical reports of their patients' progress.

### Handicapped Funding Directory

The Handicapped Funding Directory lists funding sources and services for persons with disabilities. The cost is \$39.50 plus \$4 handling. Contact: Research Grant Guides, Dept. 3A, P.O. Box 4970, Margate, FL 33063

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### IRS Deductions for Barriers Removal

IRS code section 190 deals with the Architectural Barriers Removal Deduction. This allows a deduction of up to \$35,000 a year for expenses spent in removing barriers to the disabled and elderly. These expenses would normally require depreciation over a period of up to 30

1/2 years. Instead, the full deduction of up to \$35,000 can be made in one year. The deductions cover expenses that make a business, rental property or other profit making establishment more accessible to the disabled and/or elderly. The item is deductible if:

1. The removed barrier must have been a substantial access barrier for use of the facility or transportation by disabled or elderly persons for at least one major class (such as blind, deaf, wheelchair users, etc.)

2. The barrier must be removed in such a way as to not create a new barrier to that or any other major class of disabled or elderly persons.

Any expenses that can be shown as being directly related to the barrier removal then becomes fully deductible in the first year up to \$35,000.

### **Home Care Program Expanded**

Governor Florio signed into law an appropriation from the Casino Revenue fund for \$863,000 to match federal Model Waiver 3 Medicaid funds. They will pay for nurses and special medical equipment for youngsters to be cared for at home instead of in an institution. The waiver program pays an average of \$100,000 a year in medical bills for respirators and special equipment. Additional funds are used for private duty nursing. The New Jersey program currently serves 50 people and has a waiting list of 100. This funding would expand it to another 50 persons.

### **Conferences Announced:**

\*NJALL 1991 New Jersey Association for Lifelong Learning Annual Conference For Literacy to Leadership: An Able Workforce For Tomorrow

April 28 - May 1, 1991  
Claridge Hotel  
Atlantic City, NJ

General Questions about the conference can be directed to:

Marilyn Birinbaum at  
201-769-6102

\*1991 Northeast Rehabilitation Association

"Not Just Another Rehab Conference"

New Hampshire Presents the 1991 NERA Conference  
Portsmouth, NH June 20-22, 1991

For further information contact Becky Shulman

NJDVRS  
60 State Street  
Hackensack, NJ 07601  
201-487-7890

\* \* \* \* \*

### **Food for Thought**

"Good Words Are Worth Much, and Cost Little."  
George Herbert

## Facilities Quarterly Report 1-91 Traditional

Facility Name	DVRS	Start	Start	Start	Other	Avg D	AvgLg	AvgLg	Wait	Drop	Drop	Drop	Comp	Shelt
	Refer	Eval	WAT	Skill	Spon	Attnd	Eval	WAT	List	Eval	WAT	Skill	Place	Wage
Abilities NW	7	9	2	0	27	5	4.5	0.0	0	0	0	1	0 \$0.00	0 \$0.00
Abilities So.	6	5	4	0	5	15	10.0	9.0	0	1	0	0	1 \$5.00	2 \$1.14
Assoc Craft	19	12	6	1	7	15	5.0	18.0	0	2	0	0	0 \$0.00	3 \$1.30
Career Opp	7	7	5	0	0	4	8.8	18.0	0	2	0	0	0 \$0.00	0 \$0.00
Bergen/Passaic	8	7	3	0	37	43	10.0	18.0	0	0	0	0	0 \$0.00	0 \$0.00
Boland Rehab	55	28	18	3	10	37	5.0	18.0	0	7	0	0	0 \$0.00	3 \$1.27
Camden DTC	10	14	7	0	7	20	7.0	13.0	0	2	1	0	2 \$4.00	5 \$1.28
Cumberland Reh	21	10	8	1	48	40	6.0	18.0	15	2	2	0	2 \$4.75	4 \$8.02
Edison SW	1	0	1	0	0	0	0.0	0.0	0	0	0	0	0 \$0.00	0 \$0.00
Friendship H	27	20	17	0	139	119	5.0	18.0	0	2	3	0	20 \$4.05	0 \$0.00
Goodwill NJ	60	33	27	10	6	75	5.0	14.0	0	3	3	1	15 \$6.71	9 \$2.23
Goodwill So.	0	0	2	0	0	0	10.0	9.0	0	0	0	0	0 \$0.00	1 \$3.16
Highlands	20	16	16	0	34	43	5.0	0.0	0	3	0	0	0 \$0.00	0 \$0.00
CEA	10	6	4	2	8	62	5.0	9.0	0	2	0	0	3 \$5.28	1 \$0.64
Jersey Cape	12	12	5	0	14	22	5.0	6.5	2	4	1	0	0 \$0.00	1 \$1.84
Jewish Voc S-	32	15	5	0	5	19	5.0	18.0	0	1	0	0	2 \$7.50	2 \$2.19
Joseph Finess														
Monmouth CVR	9	5	3	0	84	83	5.0	8.0	0	2	2	0	1 \$5.00	2 \$0.52
OC Essex	16	12	9	0	81	65	5.0	18.0	0	2	0	0	0 \$4.75	1 \$3.85
OC Hudson	14	12	10	0	10	14	5.0	18.0	0	2	1	0	0 \$0.00	0 \$0.00
OC Union	7	7	4	0	77	91	5.0	18.0	0	1	0	0	0 \$0.00	5 \$1.69
DTC MORRIS	11	7	6	0	12	17	4.6	3.2	2	2	2	0	1 \$5.00	9 \$1.27
DTC Burlington	11	14	16	0	2	25	10.0	18.0	0	4	3	0	0 \$0.00	0 \$0.00
DTC Mercer	15	13	9	2	9	34	10.0	18.0	2	4	2	0	2 \$4.00	5 \$2.02
Ocean Co DC	6	3	5	0	43	60	4.0	5.0	0	1	0	0	0 \$0.00	0 \$0.00
RVW/EASTER SEA	17	7	12	0	54	55	5.0	18.0	0	3	0	0	1 \$5.05	6 \$1.45
St John of God	2	4	1	0	0	57	5.0	0.0	0	1	0	0	0 \$0.00	0 \$0.00
Salem Rehab Ctr	2	4	2	0	24	15	10.0	18.0	0	0	0	0	1 \$6.32	1 \$2.82
Union ARC	1	0	3	0	1	1	10.0	8.0	0	0	0	0	0 \$0.00	1 \$1.14
DTC Somerset	3	6	2	0	29	25	10.0	7.5	0	1	0	0	0 \$0.00	0 \$0.00
West Essex	35	17	7	0	8	37	5.0	18.0	0	0	5	0	0 \$0.00	3 \$1.37
West Hudson	2	0	1	0	5	6	5.0	18.0	0	0	0	0	0 \$0.00	0 \$0.00
Wrk Opp Ctr	7	7	12	0	49	45	5.0	9.0	0	0	0	0	0 \$0.00	1 \$0.71
<b>State Totals</b>	<b>458</b>	<b>312</b>	<b>238</b>	<b>19</b>	<b>833</b>	<b>1149</b>			<b>21</b>	<b>54</b>	<b>25</b>	<b>2</b>	<b>51 \$5.15</b>	<b>65 \$1.64</b>

## Facilities Quarterly Report 1-91 Sheltered

Sheltered	No. CI	A E A	Wait	Hour	Clnt	Wage	Time in	E.E. in Years		
	E.E.	E.E.	List	Wage	Plcd	After one	one-3	Thr-5	Over 5	
Abilities Nk	48	35	0	\$1.58	2	\$5.25	0	2	0	0
Abilities So	99	97	0	\$0.90	0	\$0.00	0	0	0	0
Assoc Craft	67	64	0	\$1.64	0	\$0.00	0	0	0	0
Career Opp	106	94	0	\$1.39	0	\$0.00	0	0	0	0
BERGEN/PASSAIC	75	64	0	\$1.05	0	\$0.00	0	0	0	0
Boland Rehab	83	77	0	\$1.72	2	\$5.75	1	1	0	0
Camden OTC	60	60	E	\$1.21	3	\$4.00	1	2	0	0
Cumberland	94	85	0	\$1.73	0	\$0.00	0	0	0	0
Edison SW	21	17	0	\$2.55	0	\$0.00	0	0	0	0
Friendship H	70	65	0	\$1.86	6	\$4.05	3	3	0	0
Goodwill NJ	80	65	0	\$2.07	6	\$5.05	4	2	0	0
Goodwill So.	19	12	0	\$3.24	1	\$4.75	1	0	0	0
Highlands	67	57	0	\$1.46	0	\$0.00	0	0	0	0
C E A	46	42	0	\$1.76	0	\$0.00	0	0	0	0
Jersey Cape	66	66	0	\$1.39	1	\$5.00	1	0	0	0
Jewish Voc Sr	119	73	0	\$2.22	3	\$5.00	2	0	0	1
Joseph Finema			closed							
Monmouth DVR	59	52	0	\$0.92	0	\$0.00	0	0	0	0
OC ESSEX	213	158	0	\$2.00	10	\$4.48	2	6	0	2
OC Hudson	88	74	0	\$1.07	1	\$2.80	1	0	0	0
OC Union	239	216	0	\$1.45	5	\$5.07	4	1	0	0
OTC Morris	114	78	0	\$1.61	1	\$7.92	1	0	0	0
OTC Burlington	165	144	0	\$2.16	0	\$0.00	0	0	0	0
OTC Mercer	158	142	0	\$1.62	3	\$4.05	2	0	0	1
Ocean Co Occ	95	101	0	\$1.32	1	\$4.25	1	0	0	0
Raritan Valley	188	167	0	\$1.73	3	\$5.27	0	0	2	1
St. John of God	50	55	6	\$1.42	1	\$5.00	0	0	0	1
Salem Co Reha	81	60	0	\$1.46	0	\$0.00	0	0	0	0
Union ARC	29	25	0	\$2.64	1	\$6.00	0	0	1	0
OTC Somerset	44	41	0	\$2.18	0	\$0.00	0	0	0	0
West Essex	125	121	0	\$1.45	3	\$5.25	1	1	1	0
West Hudson	24	21	0	\$0.28	0	\$0.00	0	0	0	0
Work Opp Ctr	110	104	0	\$1.20	0	\$0.00	0	0	0	0
<b>TOTALS</b>	<b>2905</b>	<b>2532</b>	<b>14</b>	<b>\$1.59</b>	<b>53</b>	<b>\$4.80</b>	<b>25</b>	<b>18</b>	<b>4</b>	<b>6</b>