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# FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

Volume 8 Number 1

Winter 1990

## First Report

Daniel V. Will, Chief, Rehabilitation Services

It is difficult to know where to begin. I first would like to welcome Walter Howard aboard as new Executive Director of (NJARF), New Jersey Association of Rehabilitation Facilities. I have already spoken with Walter on a number of occasions and it appears we are striving for many of the same objectives. We both see the value of open communications.

One of my first priorities is to personally visit every facility with which we do business. I had hoped to have completed my first round of visits by now. However, I do have a good start and should have visited nearly all of you by June. I must say that I am quite impressed with the quality of programs that you are providing New Jersey citizens. I would also like to take this opportunity to say that I am quite pleased with the quality of staff that I have to assist you. Janice, Jim and Allen are true professionals, and I encourage you to continue seeking their expertise.

You should all have received my letter seeking your list of capital needs.

I would just like to reinforce the importance of sending me your responses. Our Director, Stephen Janick, is very interested in doing all he can to help you maintain and expand services to our clients. We will be using the lists as a basis both for justifying appropriation requests and granting available resources.

Mr. Janick also has requested that I review all pertinent legislation, and I will be working closely with NJARF to propose amendments that will enhance services to our clients and our ability to deliver those services. For these reasons I feel that it is of utmost importance that we strive to maintain open communications. If I am to do my job as I see it, I need to know when I help and when I hinder. That does not mean that on occasion we may not disagree but at least we'll know each other's position.

I will close by saying that I see the role of the "facilities unit" not only as assuring that citizens with disabilities continue to receive quality services from facilities, but also to assist facilities in identifying and developing new programs that will continue to move us forward.

RECEIVED  
JANUARY 15 1990  
TRENTON, NJ

## **The Central Jersey Report**

by Allen L Waters, CRC, Facilities Specialist

According to the Commission on Accreditation on Rehabilitation Facilities, "Psycho-social Rehabilitation is a program organized to develop, maintain, and maximize the independent functioning of individuals with severe and/or persistent psychiatric disabilities. The program focuses on personal, social, vocational, and educational functioning and emphasizes a collaborative relationship among staff and program participants."

The involvement of N.J. DVRS in Psycho-social Rehabilitation is different from the treatment aspect of the program. The Division's emphasis is on vocational performance skills acquisition.

Although work may be a treatment modality toward independent functioning in a non-threatening environment with minimal demands, the Vocational Rehabilitation process begins when work becomes the overall program goal. Recognizing that often the process is so gradual that it became difficult to make a meaningful separation between work therapy and work as a goal or outcome, it is important to know where the client is (current status) and where the client wants to go (eventual outcome of the V.R. process).

From a limited observation of cases involving clients with Psychiatric Disabilities, three major barriers to entering and completing the V.R. process include: Stabilization of Medication and Monitoring,

to allow appropriate interpersonal functioning; Control of Symptomatology, Mannerism, hallucinations, delusion, irrational fears, paranoid ideation to allow appropriate interpersonal functioning, and ADL, personal grooming, personal hygiene, budgeting, management of free time, mobility-transportation skills, housing, and nutrition.

Our current policy identifies those areas as vocational readiness issues or Pre-Vocational concerns. If these barriers are not addressed early in the process, the expected vocational outcomes will be unpredictable and not adhering to the "Art" of the Vocational Rehabilitation field.

During the coming months, we hope to fine-tune our involvement with Psycho-social Rehabilitation. As always, your feedback, experiences, and concerns of serving persons with Psychiatric Disabilities are welcomed.

\* \* \* \* \*

## **North Jersey Happenings**

by Janice Pointer, Facilities Specialist

### **WAT Extensions**

In my review of cases at facilities involving work adjustment training (WAT) there appear to be some questions on the guidelines to follow on extensions for WAT. A review of the New Jersey State Vocational Facilities Rules and Regulations January 3, 1984 booklet provides the basic written regulations on this policy. The intent of this policy is to foster the continued activities that lead to competitive employment for workshop clients.

The counselor's decision to authorize extensions of WAT should be based on a review of the documentation in the facility's report substantiating the client's production percent and readiness for competitive placement.

The report from the facility should include documentation to support the recommendation for WAT extensions.

Clients earning above 40 percent may be considered for up to two nine-week WAT extensions if there is reasonable expectation that their production will increase and competitive placement will follow at the completion of the authorized work adjustment training.

Clients earning between 20 and 40 percent at the end of 18 weeks of WAT should be closed as sheltered employees.

Counselors who need clarification on this policy should speak to their supervisors. Facility per-

sonnel who may have questions can contact me at their convenience.

\* \* \* \* \*

## South Jersey Happenings

by Jim Agre, Facilities Specialist

Goodwill Industries of South Jersey continues to make advances with its new program with Sears, Roebuck Return Services Incorporated. This service is the operation of a merchandise redistribution center.

Presently about 100 persons are employed in various jobs including receiving, inspection, packaging and shipping of merchandise sent to the Pennsauken center, from Sears retail stores in the Northeastern part of the U.S.

Eventually, over 200 persons will be employed. All are listed as Goodwill employees. Many of these workers are extended employees. Some others have been placed by our counselors from the Camden and Burlington offices after a short evaluation at Goodwill's headquarters. Many disability groups are represented within the employment group in this location.

This is a community-based work program which integrates handicapped and non-handicapped persons in a competitive work setting.

The St. John of God Community Services provides catering for the employees, serving lunch and snack items. This operation provides part-time work for two, food-program clients. Supervision is provided by various members of the St. John Center's vocational staff.

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### Published Quarterly by

New Jersey Department of Labor  
Office of Human Resources

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Congratulations to Matt Freiferson, the newly appointed placement counselor at Goodwill. Welcome to the Rehabilitation family.

\* \* \* \* \*

## Training Announcement

LIFE IN THE COMMUNITY: Quality for the 90's

A Conference on Supported Employment, Transition, and Issues Facing Individuals Who Experience Disabilities in the Community.

May 21, 22, and 23, 1990 at the Valley Forge Hotel and

Valley Forge Hotel and Conference Center - Valley Forge, Pennsylvania

Conference Sessions Include:

School-to-Work Transition

Supported Employment Technology

Facility Conversion Working With Families

Leisure and Recreational Opportunities

Fiscal and Program Conversion

Consumer Career Growth SSI and IRWE Incentives

High School Community-Based Curriculum

Supported Employment for Individuals with Traumatic Brain Injury Sensory Impairment

Significant and Persistent Mental Illness

Mental Retardation

Physical Disabilities

Three-hour intensive workshops will focus on:

- Developing and using Assistive technology

- Developing a school-based program
- Training staff to implement community-based programs

General registration is \$75.00 per person (reduced rate for parents and consumers). Fee for intensive workshop is an additional \$35.00.

For More Information Contact:

Pennsylvania Competitive Supported Employment Technical Assistance and Data Center, Ritter Annex #960, Temple University Center for Research in Human Development and Education, 13th Street and Cecil B. Moore Avenue, Philadelphia, Pennsylvania 19122, 215-787-6566

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## Food for Thought

Donald Trump Entrepreneur Extraordinaire

"Deals are more than negotiating and putting things down on paper. They involve flesh-and-blood personalities. The art of the deal can be translated into the art of life. And the ultimate deal is life."

Taken from: U.S. News & World Report

\* \* \* \* \*

## What is APSE?

by Allen L. Waters

The Association for Persons in Supported Employment was formed to promote the concept of paid integrated employment for individuals with severe disabilities.

The First Annual APSE Conference will be held July 13-14, 1990 at the Radisson Hotel Denver, Denver, Colorado. The theme for the 1990 APSE Conference is "Supported Employment: Here to Stay." It includes presentations on Supported Employment Program Management, Social Security Work Incentives, Social Integration, Personal Futures Planning, Empowerment, Rural Supports, Systems Change, Program Conversion, Funding/Long-Term Funding, S.E. for Persons Residing in Institutions, Legislative Issues, S.E. for persons with Mental Illness, Quality Assurance, and New Relationships with Business.

For further information, contact Ms. Rebecca McDonald at UMDNJ - RWJMS (201-463-4447)

\* \* \* \* \*

## Cornell's Corner

### Program Dates and Location

Rehabilitation Facility Management Stimulation 3/26-29/90, Buffalo, NY  
 Personnel Management 4/10-12/90, Ithaca, NY  
 Financial Management, 5/7-9/90, Ithaca, NY  
Supported Employment Management  
 Costing A Supported Employment Program 4/16-18/90, New Jersey  
Rehabilitation Direct Service Personnel  
 Positive Behavioral Supports, 4/5/90, New Jersey  
 Orientation to Rehabilitation Services 3/13-15/90, New Jersey  
 Work Management, 5/1-3/90, New Jersey  
 Job Coach I, 3/5-7/90, New Jersey  
 Job Coach II, 4/3-5/90, New Jersey

Job Coach III, 4/16-17/90, New Jersey  
 Job Coach IV, 4/18-19/90, New Jersey  
 Conflict Management, 4/25/90, Ithaca, NY  
 Career Choice and Strategies for Promotion Among Persons with Disabilities, 5/22-23/90, Ithaca, NY  
 Writing for Human Service Professionals, 5/29/90, Ithaca, NY  
 Effective Stress Management, 6/5/90, Ithaca, NY  
Independent Living Management  
 Independent Living Management Stimulation, to be scheduled  
Community Residence Management  
 Community Residence Management Stimulation, 1/24-26/90, Buffalo, NY, 6/4-6/90, Ithaca, NY

### About the Sponsor

Staff of the Human Services Administration Program in the ILR School at Cornell University have been providing continuing education to rehabilitation facility personnel in New York, New Jersey, Puerto Rico, and the Virgin Islands for over twenty years. The main focus of these efforts has been to provide training and technical assistance designed to enhance the effectiveness of management and direct service delivery personnel in not-for-profit rehabilitation industries. These efforts have, in large part, been made possible through funding provided by the Rehabilitation Services Administration (R.S.A.) of the U.S. Department of Education and grants

and contracts with other re-  
habilitation education and  
service delivery systems.

NEW YORK STATE SCHOOL OF IN-  
DUSTRIAL AND LABOR RELA-  
TIONS - HUMAN SERVICES  
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Denise Hallett, Office As-  
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For further information,  
contact them at: (607)255-  
2906 or 7727 - TTY/TTD  
(607)255-7665 (through the  
Office of Equal Opportuni-  
ty)

\* \* \* \* \*

**New!**

DVRS' FAX NUMBER:

609-292-8347

\* \* \* \* \*

## Women and Disabilities Conference

The New Jersey Coali-  
tion on Women and Disabili-  
ties will be sponsoring a  
conference in Central Jer-  
sey for female consumers  
entitled: Controlling Your  
Future: Maximizing Options  
into the 1990's. The Con-  
ference will be held Satur-  
day, May 19th at the Mid-  
dlesex County Vocational  
and Technical School, Rues  
Lane, East Brunswick. Reg-  
istration will be \$5 includ-  
ing lunch. Women from Mid-  
dlesex, Mercer, Somerset,  
Hunterdon, Union, Monmouth  
and Ocean Counties are in-  
vited to attend. (The Coali-  
tion will be holding South  
Jersey and Northern Jersey  
Conferences later in the  
year).

**Schedule:**

- 8:30-9:30 A.M. Registration
- 9:30-9:40 Welcome by Coali-  
tion chair Nancy Starnes
- 9:40-10:10 Keynote speech by  
Carol Ann Roberson, Direc-  
tor of the NYC Mayor's Of-  
fice on the Handicapped
- 10:10-10:30 Performance by  
the Cornerstone Troup
- 10:45-11:45 Workshops
- 12:00-1:00 Lunch
- 1:15-1:45 Performance by the  
Project Return Players
- 2:00-3:00 Afternoon Workshops

Morning Workshops

- Claiming Our Sexuality Par-  
enting
- Tools for Independence Em-  
powerment

Afternoon Workshops

- Alternatives to Domestic Vio-  
lence
- Assertiveness
- Advocacy
- Patterns of Addiction/Alco-  
hol, Pills and the Disabled
- Interpreters for the  
hard of hearing, personal

attendant services and child care will be provided if prior arrangements are made. We also are coordinating assistance with transportation to the conference.

Conference sponsors are the New Jersey Division on Women, Division of Vocational Rehabilitation Services, Division of Drug and Alcohol Abuse, Division of the Deaf and Hard of Hearing and the Middlesex County Office on the Handicapped.

For more information, contact Deborah Schilling of the Middlesex County Office on the Handicapped at 201-745-4013.

\* \* \* \* \*

## Fashion

### Fashion for the Wheelchair-Bound

A new clothing catalog from Everest & Jennings solves many of the logistical and style problems faced by people who use wheelchairs. Think about it: The average blazer constricts the shoulders, restricting arm movements necessary to propel a wheelchair. A full or pleated skirt gets caught in its wheels -- but try putting on a narrow skirt without standing up. Breast and waist pockets are virtually useless to someone who is seated and whose arm movements might be limited.

The twice-yearly catalog, Avenues, is the result of a collaboration between designers, therapists and users. Some solutions: Pleats are confined to the front of a business skirt to avoid lap bunching and wheel interference. Inconspicuous tucks free up the shoulders of blazers and

jackets, which are cut shorter to eliminate the bulk of unnecessary fabric. Breast pockets are designed for cross-entry -- from the top or the side. Pants legs are lengthened to cover the seated wearers' ankles. A wrap wool coat ends at the waist in back, yet looks full length from the front. Prices aren't restrictive either, ranging from \$22 for a tee to \$34 for a twill skirt to \$68 for a lightweight blazer.

All these details -- plus the designers' aim to stay fashion-current -- add up to the wearers' desired end: to look their best. (To order the free fall/winter catalog, call (800) 848-2837, ext. 5, Monday through Friday, 7 A.M. to 5 P.M., PST.) - GLAMOUR MAGAZINE 11/89

# Facilities Quarterly Report 1-90

## 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	Place	Wage
Abilities NW	5	3	2	0	0	9	8.0	18.0	0	3	0	0	1	\$4.00	2	\$1.60
Abilities So.	22	12	5	0	13	30	10.0	11.0	0	7	1	0	3	\$5.67	3	\$1.40
Assoc Craft	10	7	6	2	2	12	5.0	10.0	0	3	2	0	2	\$5.00	2	\$1.78
Career Opp	15	11	0	0	5	6	5.0	9.0	2	12	4	0	0	\$0.00	1	\$5.00
Bergen/Passaic	13	3	6	0	35	46	10.0	18.0	0	5	0	0	0	\$0.00	3	\$0.84
Boland Rehab	20	19	11	5	15	36	6.0	18.0	0	16	4	1	2	\$5.63	11	\$2.08
Camden OTC	14	12	7	0	8	34	7.0	18.0	0	2	0	0	2	\$8.00	4	\$1.13
Cumberland Reh	20	17	16	7	44	25	5.0	18.0	0	4	2	0	0	\$0.00	16	\$2.85
Edison SW	1	0	0	0	4	3	0.0	18.0	0	0	0	0	0	\$0.00	0	\$0.00
Friendship H	28	29	20	0	156	120	10.0	18.0	0	5	3	0	22	\$3.75	9	\$1.56
Goodwill NJ	94	58	25	19	3	112	5.0	14.0	0	9	6	0	21	\$6.80	2	\$2.11
Goodwill So.	49	22	6	0	2	5	5.5	7.5	0	2	0	0	0	\$0.00	0	\$0.00
Highlands	9	4	6	0	38	40	10.0	18.0	0	1	0	0	0	\$0.00	6	\$1.37
CEA	7	11	6	6	72	0	5.0	9.0	0	4	0	0	3	\$5.10	2	\$1.58
Jersey Cape	17	14	7	0	14	27	5.8	31.0	0	4	0	0	0	\$0.00	4	\$2.62
Jewish Voc Sr	28	15	10	0	4	22	5.0	18.0	0	2	0	0	4	\$5.25	7	\$1.98
Joseph Finema	See Bergen/Passaic ARC															
Monmouth CVR	6	24	4	0	89	76	5.0	13.0	0	12	2	0	5	\$5.00	6	\$1.30
OC Essex	23	11	14	0	90	89	5.0	18.0	0	3	7	0	2	\$5.43	18	\$1.66
OC Hudson	29	24	9	0	2	17	5.0	13.0	5	2	1	0	0	\$0.00	3	\$1.39
OC Union	13	12	14	0	85	90	5.0	18.0	0	3	1	0	2	\$5.25	10	\$1.60
OTC MORRIS	12	6	7	0	14	21	5.0	13.2	0	2	2	0	1	\$7.50	5	\$1.17
OTC Burlington	20	16	19	0	3	16	10.0	18.0	0	5	7	0	1	\$5.00	10	\$1.63
OTC Mercer	13	11	8	2	6	29	10.0	18.0	4	1	0	0	1	\$5.00	6	\$1.22
Ocean Co OC	13	13	8	0	1	16	3.0	7.0	0	4	4	0	2	\$4.50	8	\$1.64
RVW/EASTER SEA	12	13	12	0	44	61	5.0	18.0	0	3	3	0	2	\$4.90	7	\$1.46
St John of God	10	8	7	0	0	13	5.0	0.0	5	0	0	0	0	\$0.00	1	\$0.95
Salem Rehab Ct	3	7	3	0	17	12	10.0	18.0	0	1	0	0	0	\$0.00	0	\$0.00
Union ARC/Thri	3	0	0	0	6	5	0.0	0.0	0	0	0	0	0	\$0.00	0	\$0.00
OTC Somerset	2	0	6	0	10	19	0.0	7.8	0	0	0	0	1	\$4.00	4	\$1.18
West Essex	24	19	18	0	4	23	5.0	18.0	0	2	7	0	0	\$0.00	10	\$1.49
West Hudson	4	3	1	0	6	29	4.0	9.0	3	1	0	0	0	\$0.00	0	\$0.00
Wrk Opp Ctr	3	3	5	0	53	45	7.5	9.7	0	0	1	0	0	\$0.00	4	\$0.72
<b>State Totals</b>	<b>542</b>	<b>407</b>	<b>268</b>	<b>41</b>	<b>845</b>	<b>1088</b>			<b>19</b>	<b>118</b>	<b>57</b>	<b>1</b>	<b>77</b>	<b>\$4.97</b>	<b>164</b>	<b>\$1.66</b>

# Facilities Quarterly Report 1-90

## Sheltered

	No.Cl	A D 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 NW	37	32	0	\$1.29	0	\$0.00	0	0	0	0	
Abilities So	101	99	0	\$0.95	0	\$0.00	0	0	0	0	
Assoc Craft	65	54	0	\$1.53	2	\$5.12	1	1	0	0	
Career Opp	103	84	0	\$1.35	0	\$0.00	0	0	0	0	
BERGEN/PASSAIC	78	64	0	\$0.90	2	\$4.75	0	0	1	1	
Boland Rehab	86	71	0	\$1.91	2	\$6.44	1	0	1	0	
Camden OTC	60	60	15	\$1.29	0	\$0.00	0	0	1	0	
Cumberland	79	71	0	\$1.32	1	\$4.25	1	0	0	0	
Edison SW	20	17	0	\$2.32	0	\$0.00	0	0	0	0	
Friendship H	71	68	0	\$1.56	5	\$3.75	2	3	0	0	
Goodwill NJ	72	65	0	\$2.17	0	\$0.00	0	0	0	0	
Goodwill So.	60	45	0	\$2.44	2	\$6.10	1	0	1	0	
Highlands	68	58	0	\$1.33	2	\$5.00	2	0	0	0	
C E A	41	33	0	\$1.49	0	\$0.00	0	0	0	0	
Jersey Cape	61	49	0	\$1.54	2	\$4.23	0	2	0	0	
Jewish Voc Sr	117	73	0	\$2.10	3	\$4.40	1	1	0	1	
Joseph Fineman			closed								
Monmouth CVR	42	55	0	\$1.52	1	\$4.50	0	0	0	1	
OC ESSEX	220	170	0	\$1.54	7	\$4.60	1	2	2	2	
OC Hudson	106	77	0	\$1.19	6	\$5.06	2	2	0	2	
OC Union	220	203	0	\$1.27	3	\$5.08	0	2	0	1	
OTC Morris	112	82	0	\$1.55	1	\$6.00	1	0	0	0	
OTC Burlington	156	139	0	\$1.50	2	\$5.13	1	0	0	1	
OTC Mercer	143	129	0	\$1.43	8	\$3.91	0	2	5	1	
Ocean Co Occ	109	96	0	\$1.41	3	\$4.25	1	2	0	0	
Raritan Valley	173	149	0	\$1.29	0	\$0.00	0	0	0	0	
St. John of God	50	53	0	\$0.99	0	\$0.00	0	0	0	0	
Salem Co. OC	79	62	0	\$1.14	2	\$1.68	2	0	0	0	
Thrift Shop Un	39	25	0	\$1.98	0	\$0.00	0	0	0	0	
OTC Somerset	40	39	0	\$2.10	1	\$6.00	1	0	0	0	
West Essex	119	100	0	\$1.61	5	\$4.75	2	2	0	1	
West Hudson	33	29	0	\$0.77	0	\$0.00	0	0	0	0	
Work Opp Ctr	109	99	0	\$1.10	1	\$3.35	0	0	0	1	
<b>TOTALS</b>	<b>2869</b>	<b>2449</b>	<b>15</b>	<b>\$1.46</b>	<b>61</b>	<b>\$4.57</b>	<b>20</b>	<b>19</b>	<b>11</b>	<b>12</b>	