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FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

Volume 8

Number 3

Summer 1990

Americans With Disabilities Act Statutory Deadlines

"Americans with Disabilities Act" was signed into law on July 26, 1990.

The following was issued by the U.S. Department of Justice about deadlines for implementation of the provisions of the A.D.A.:

I. Employment

The ADA requirements become effective on:

- July 26, 1992, for employers with 25 or more employees.
- July 26, 1994, for employers with 15-24 employees.

II. Public Accommodations

The ADA requirements become effective on:

- January 26, 1992, generally.
- August 26, 1990, for purchase or lease of new vehicles that are required to be accessible.
- January 26, 1993, for new construction.

Generally, lawsuits may not be filed until January 26, 1992. In addition, except with respect to alterations, no lawsuit may be filed until:

- July 26, 1992, against businesses with 25 or fewer employees and

gross receipts of \$1 million or less.

- January 26, 1993, against businesses with 10 or fewer employees and gross receipts of \$500,000 or less.

III. Transportation

A. Public bus systems The ADA requirements become effective on:

- January 26, 1992, generally.
- August 26, 1990, for purchase or lease of new buses.

B. Public rail systems -- light, rapid, commuter, and intercity (Amtrack) rail.

The ADA requirements become effective on:

- January 26, 1992, generally.
- August 26, 1990, for purchase or lease of new rail vehicles.

By July 26, 1995, one car per train accessibility must be achieved.

By July 26, 1993, existing key stations in rapid, light, and commuter rail systems must be made accessible with extensions of up to 20 years (30 years, in some cases, for rapid and light rail).

Americans With Disabilities Act Statutory Deadlines *(Continued)*

C. Privately operated bus and van companies.

- January 26, 1992, generally.
- July 26, 1996 (July 26, 1997, for small providers) for purchases of new over-the-road buses.
- August 26, 1990, for purchase or lease of certain new vehicles (other than over-the-road buses.)

IV. State and local government operations

The ADA requirements become effective on:

- January 26, 1992.

V. Telecommunications

The ADA requirements become effective on:

- July 26, 1993, for provision of relay services.

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Technical Assistance Program

by: *Daniel V. Will, Chief, Rehabilitation Services*

I would like to remind you of the availability of the Technical Assistance Program jointly sponsored through Cornell R.F.A. and S.U.N.Y. Buffalo C.E.P.R. This is available to Rehabilitation Facilities, Independent Living Centers, and Community-Based Rehabilitation Service Programs, providing services to disabled persons in cooperation with the State/Federal VR system.

Assistance is provided by experts in all aspects of these programs, from the technical aspects of out-

reach, to the programming issues that might arise within an organization. Applications are available through the Cornell RFA program or our Central Office. I have not listed areas of consultation, because the range of possibilities is very broad. If you feel you need assistance in anything, please request an application and/or call me.

All applications are reviewed by a committee established from members of the Cornell Human Services Administration Advisory Board and applicants are notified of the determination. Consultants may spend from one to three days at a facility assessing the situation and will follow this with verbal and written input.

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New Directory

The new directories have been issued. Hopefully, everyone has received copies. If not please contact Laurette Walsh. There are several differences that are noteworthy; the guidelines for the Admissions Processing fee, Work Adjustment Training, and Skills Training have been revised, and we updated the fees and codes for the skills training programs. The latter was a complex procedure accomplished by Laurette Walsh.

Two corrections are already necessary: Somerville DVRS phone number is 908-704-3030; My phone number is 609-777-0146.

Daniel V. Will, Chief,
Rehabilitation Facilities

* * * * *

South Jersey Happenings

by: **Jim Agre, Facilities Specialist**

Jersey Cape Center has installed its novelty button manufacturing equipment. This machinery is capable of making buttons from one-half inch to as large as three inches. Equipment can print mottos in several colors and stamp out and assemble the buttons from as little as 400 an hour to as many as 1500 an hour. Several clients can be involved in the manufacturing process which includes printing, stamping and attaching pins to the buttons, as well as packing and shipping.

Construction of Easter Seals Cumberland Rehabilitation Center's new building is on schedule. Tentative completion is planned for late October or early November.

I recently was taken on an inspection tour by Mr. Dan Kelly and his Board President, Mr. Frank Amari. Several construction crews

were at work in the building during this visit and I had the opportunity to meet with the architect and the construction foreman.

Goodwill Industries of Southern New Jersey is currently being supervised by an Interim Director, Mr. J.D. Robbins. Mr. Robbins was appointed by Goodwill's national office in the absence of Mr. Nick Cimorelli who is on sick leave. I recently met with Mr. Robbins to discuss some of the changes he will be making.

* * * * *

The Central Jersey Report

by: **Allen L. Waters, CRC, Facilities Specialist**

Under N.J.A.C. 6:28-4.2, Vocational Rehabilitation Facilities are included in the definition of educational program options which may be approved by the Department of Education to provide prevocational training. This can include Vocational Evaluation, Work Adjustment training, and other services specified in the student's IEP. The approval of Rehabilitation Facilities allowed to provide services to school districts in New Jersey is conditioned on the fact that the facility meets N.J. DVRS criteria for vending the needed services on a fee for services basis. Therefore, we only have one set of standards for the vocational portion of services rendered --- those of N.J. DVRS.

However, observation has been made of many students attending a given facility, under the school's sponsorship, for vocational evaluation and work adjustment training.

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New Jersey Department of Labor
Office of Human Resources

Division of Vocational Rehabilitation Services

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Central Jersey Report Continued

After the students graduated the customary practice was to inform the parents that for the student/client to continue receiving services at the facility, they would have to apply to N.J. DVRS for sponsorship. Such a sweeping statement, as a routine practice, has caused concern about duplication of effort in re-authorizing of services that may already be provided since they were previously contracted by the sponsoring school district. This was especially of concern where it appeared that the Vocational outcome was going to be "Extended Employee" and the request was being made for another period of Evaluation and WAT.

Similar situations were also observed for those clients who in the past completed Evaluation and WAT that resulted in an immediate vocational outcome of Extended Employment, then placed or terminated and later decided to return to the facility as an Extended Employee.

If a client, who has already reached EE levels can be provided with other services that will lead to outcomes other than EE, such case should be discussed with the local DVRS office. As a case management practice, facilities should utilize a team approach involving the local DVRS counselor when appropriate.

However, we must turn off the automatic pilot! Limited financial resources mandate that we minimize and eliminate costly duplication of information and effort. If we accept the fact that the "wheel" has

already been invented, then we can get down to the business of how to make it roll smoother and better. Recognizing that many facilities are addressing the latter, there is an open invitation to others to take advantage of the many resources available to help them through the maze. The concept and process of Vocational Rehabilitation is always challenging us to do better. I truly believe we can meet that challenge!

Strong consideration is being given to developing a training package to provide insight into the process of Vocational Evaluation, Work Adjustment Training and Extended Employment. If you have suggestions or issues that you feel should be included in developing the module, drop us a note.

To recapitulate, DVRS Facility Rules and Regulations do not require the re-authorization of Evaluation and WAT as an entrance to E.E., if such represents the vocational outcome.

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North Jersey Tidbits - Commentary

by: Janice Pointer, Facilities Specialist

In the next few months it is anticipated that facility program utilization will increase as more clients are accepted into the DVRS system for services.

Facility and DVRS staff should attempt to identify operational concerns which become apparent as a result of our situation these past few months. Concerns such as the timeliness of authorizations and reports; participation

North Jersey Tidbits Continued

in and the scheduling of staffings; the referral procedure to workshop programs; the "how to" in identifying appropriate workshop programs for clients; joint referral development strategies, and the role of the Facility Specialist in the field are but a few of the issues which affect the delivery and quality of service. These concerns should be examined to ensure a working understanding which can be applied to future DVRS and facility service delivery procedures.

There appears to be a pervasive notion that Program Planning and Development Specialists' are unnecessary in the DVRS organizational structure. Perhaps we need to examine how well we utilize this resource. Facility Specialists can function as a means of bridging the communication between the local facility, DVRS office staff and the Central Office administrators.

A better utilization of the Facility Specialist in identifying and clarifying some of the concerns mentioned and other issues will allow for an increased and beneficial involvement of the unit in the field.

Clearly, we are all motivated by our concern for persons with disabilities and with providing quality services. We can best reach our service goal by working together.

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Cornell's Corner

Upcoming training programs offered by Cornell's, New York State School of Industrial and Labor Relations:

Profitability and Program Management In Supported Employment

WHEN : October 11-12, 1990

WHERE: New York City

Job Coach Training Sequence Orientation to Supported Employment and Job Client Match Techniques (Job Coach I)

WHEN : Sept. 17-19, 1990

WHERE: Cornell University
Ithaca, New York

Job Coach Practicum (Job Coach II)

WHEN : Oct. 16-18, 1990

WHERE: Cornell University
Ithaca, New York

Follow-Along and Case Management Strategies in Supported Employment (Job Coach III)

WHEN : Nov. 13-14, 1990

WHERE: Cornell University
Ithaca, New York

Special Issues in Supported Employment Practice (Job Coach IV)

WHEN : Nov. 15-16, 1990

WHERE: Cornell University
Ithaca, New York

Cornell's Corner Continued

Work Management: Studying
and Improving the Work
Place

WHEN : Oct. 22-24, 1990

WHERE: Cornell University
Ithaca, New York

Working Effectively with
Families

WHEN : Oct. 15, 1990

WHERE: Ithaca, New York

Marketing Rehabilitation to
Employers

WHEN : Oct. 29-31, 1990

WHERE: Ithaca, New York

Special Issues in Supported
Employment

WHEN : Nov. 15-16, 1990

WHERE: Ithaca, New York

For additional infor-
mation please call:

607-255-2906

TTY/TDD: 607-255-7665

(through the Office of E-
qual Opportunity)

* * * * *

NYU News Release

New York University
Rehabilitation Counseling
Program is pleased to an-
nounce a new sequence of
study for rehabilitation
counselors which focuses on
alcoholism.

Alcoholism is a major
health problem. There are
400,000 alcoholics in New
York City alone. The annu-
al cost of their disability
to American industry is
measured in billions of
dollars through absentee-
ism, lateness, accidents,
and excess grievances.

Alcoholism is treat-
able. Effective business
and industry employee alco-
holism programs show recov-
ery rates of 60-80 percent.

However, if alcoholics have
lost their jobs their re-
covery rate is about 25
percent.

Professional rehabili-
tation counselors provide
vocational evaluation and
counseling services to help
recovering alcoholics re-
tain their jobs, or find
new jobs if they have be-
come unemployed. Steady
income and pride in produc-
tive employment are crucial
parts of a total recovery
plan.

New York State Federa-
tion of Alcoholism Counsel-
ors reviewed this course of
study and found it consist-
ent with established stand-
ards of alcoholism counsel-
or education and training.
Students meet the academic
and field work competencies
required by the State of
New York for becoming Cre-
dentialled Alcoholism Coun-
selors (CAC).

The NYU Rehabilitation
Counseling Program is also
accredited by the Council
on Rehabilitation Educa-
tion. Students graduating
from this program are eli-
gible to take the National
Certified Rehabilitation
Counselor (CRC) exam.

The NYU Rehabilitation
Counseling/Alcoholism Pro-
ject addresses the urgent
need for rehabilitation
counselors who have dual
credentials as Certified
Rehabilitation Counselors
and Certified Alcoholism
Counselors. Employment
opportunities at competi-
tive salaries with career
advancement are available
in the private and public
sector.

For additional infor-
mation contact: Hannah
Kates, Recruitment Coordin-
ator, NYU Rehabilitative
Counseling Program, School

NYU News Release Continued

of Education, Health, Nursing and Arts Professions, 50 West 4th Street, Skimkim Hall - Room 432, New York, NY 10012. Telephone No. (212)998-5298.

* * * * *

Sentry Business Systems Release

Sentry Business Systems is seeking job applicants with disabilities, for computer programming work. The types of jobs that are available require two - to five - years of work experience and/or formal training in the Data Processing Field. Occasionally home-bound positions may be available.

Sentry is a Computer Consulting firm which is rich in talented subcontract programmers and consultants to provide support to technicians with disabilities. We have key accounts with a number of major corporations who utilize our services, such as IBM, Johnson and Johnson, Sealand and AT&T.

Sentry Business Systems is seeking qualified applicants who are based in New Jersey or have a willingness to commute to customer locations. For more information, call (201)846-2672.

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Food For Thought

"It is a rough road that leads to the heights of greatness." - Seneca

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Bergen County Poll

Philip Hochman of Dumont, an attorney who has a bone disorder, conducted a survey of homebound disabled residents of Bergen County to discover why so many are unemployed. The two major reasons he found, are lack of transportation and the fear of losing SSI, SSDI and Medicaid.

Hochman is currently writing a grant proposal to seek funding from Social Security to create a pilot program to help the homebound disabled accept jobs without losing health benefits. For more information, contact the Bergen County Department of Human Services.

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Sympathetic Reflex Syndrome Study

Patty Paul of Heightened Independence and Progress, HIP, an independent living center, is requesting information about people who have been diagnosed

Sympathetic Reflex Continued

with Sympathetic Reflex Syndrome. This is for a study being conducted at Cornell Medical Center. Through the biographies of these patients the study hopes to obtain data for future research.

Mrs. Paul can be contacted at HIP (201)568-0817 or at home, (201)512-0784.

* * * * *

Rehabilitation Technology Certificate

New Jersey Institute of Technology has finalized the curriculum for a new course, the first of its kind in the country. This course will offer a Certificate in Rehabilitation Technology.

NJIT is prepared to accept students in the Fall 1990 semester. Potential students who want academic information on the program or advisement can contact Frank Dolan at (201)596-5673. Potential students desiring enrollment information should contact Professor Joseph Kopf at the Division of Technology (201)596-3224.

NJIT feels that this is potentially an excellent course for a technically inclined disabled person. They are anxious to have several disabled persons in the first class.

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Conference Announced

The New Jersey Business and Rehabilitation Alliance Presents:

"The Second Annual Conference on Employment of People with Disabilities"

WHEN : Tuesday, October 9, 1990

TIME : 8:AM to 4PM

WHERE: Sheraton-Woodbridge Place and Towers
Iselin, New Jersey

Keynote Speaker:

Mr. Tony Coelho (former United States Congressman from California and Author of the Americans with Disabilities Act)

COST: Alliance Members \$50.00 per person; Non Members \$75.00 per person. For further information contact the Alliance 609-243-9388

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Update Guide Booklet Available At No Cost

The guide booklet for disabled visitors contains details on more than a dozen museums in the nation's capitol, as well as, the National Zoo. To obtain a copy write:

Associates Reception Center

Smithsonian Institute
Washington, DC 20560

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Facilities Quarterly Report 3-90

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
Abilities NW	1	0	0	0	25	1	0.0	13.0	0	0	0	0	0 \$0.00	3 \$0.94
Abilities So.	0	4	0	0	11	10	7.0	0.0	0	1	0	0	2 \$4.75	2 \$1.00
Assoc Craft	5	3	0	0	12	8	4.0	18.0	0	4	1	0	0 \$0.00	2 \$1.61
Career Opp	7	6	0	0	0	1	8.2	12.5	2	4	2	0	0 \$0.00	4 \$1.58
Bergen/Passaic	4	0	0	0	35	37	10.0	18.0	7	0	0	0	0 \$0.00	3 \$0.78
Boland Rehab	12	4	0	1	17	11	5.0	18.0	0	1	0	2	1 \$6.00	9 \$1.35
Camden DTC	15	9	0	0	7	16	10.0	0.0	11	0	0	0	1 \$4.50	3 \$1.35
Cumberland Reh	6	0	0	0	15	10	0.0	0.0	25	2	2	0	0 \$0.00	1 \$2.25
Edison SW	0	0	0	0	0	0	0.0	0.0	0	0	0	0	0 \$0.00	0 \$0.00
Friendship H	12	3	0	0	152	118	10.0	18.0	0	0	0	0	30 \$4.00	5 \$1.95
Goodwill NJ	33	15	9	10	13	56	5.0	13.0	0	5	2	0	7 \$7.36	12 \$2.49
Goodwill So.	9	9	0	0	0	0	7.5	12.0	0	1	3	0	0 \$0.00	7 \$1.93
Highlands	5	3	0	0	36	40	0.0	18.0	8	0	0	0	1 \$3.80	0 \$0.00
DEA	7	5	1	0	66	62	5.0	9.0	0	0	0	0	8 \$5.15	2 \$1.62
Jersey Cape	3	3	0	0	14	20	4.0	4.3	8	2	2	0	0 \$0.00	8 \$1.67
Jewish Voc Sr	18	6	1	0	6	18	7.0	36.0	0	1	0	0	3 \$5.23	16 \$1.89
Joseph Finema	See August Hochne													
Monmouth CVR	0	3	2	0	93	86	8.0	9.0	0	8	0	0	0 \$0.00	5 \$1.94
OC Essex	4	3	0	0	85	8	5.0	0.0	0	5	1	0	0 \$0.00	16 \$1.68
OC Hudson	8	0	0	0	7	7	5.0	18.0	6	0	1	0	0 \$0.00	5 \$1.27
OC Union	3	3	2	0	99	90	5.0	18.0	0	0	0	0	0 \$0.00	21 \$1.61
DTC MORRIS	16	0	0	0	22	14	5.0	15.7	0	0	0	0	1 \$5.50	10 \$1.97
DTC Burlington	17	13	0	0	4	7	10.0	18.0	0	3	1	0	0 \$0.00	10 \$1.66
DTC Mercer	3	0	3	1	5	18	10.0	18.0	0	0	2	3	1 \$5.20	5 \$1.60
Ocean Co OC	7	0	0	0	70	52	0.0	0.0	0	0	0	0	1 \$0.00	0 \$0.00
RVW/EASTER SEA	6	4	0	0	45	43	5.0	0.0	3	1	0	0	1 \$5.00	13 \$1.38
St John of God	1	1	0	0	1	15	0.0	22.5	6	0	0	0	2 \$4.13	1 \$1.30
Salem Rehab Ct	0	1	0	0	26	21	10.0	18.0	0	0	0	0	0 \$0.00	1 \$1.13
Union ARC	1	2	1	0	1	1	15.0	11.0	0	0	0	0	0 \$0.00	0 \$0.00
DTC Somerset	6	0	2	0	1	22	0.0	2.3	3	0	1	0	1 \$7.21	2 \$0.98
West Essex	18	5	3	0	3	12	5.0	18.0	0	0	6	0	3 \$5.50	7 \$1.75
West Hudson	2	0	0	0	5	0	4.0	2.0	2	0	0	0	0 \$0.00	1 \$0.93
Wrk Opp Ctr	2	0	2	0	53	48	0.0	13.0	4	0	0	0	0 \$0.00	3 \$2.08
State Totals	231	107	26	12	929	852			85	38	24	5	63 \$4.78	177 \$1.62

Facilities Quarterly Report 3-90

Sheltered

	No. Cl E.E.	A D A E.E.	Wait List	Hour Wage	Clnt Plcd	Wage After	Time in one	E.E. in one-3	Years Thr-5	Over 5
Abilities NW	36	32	0	\$1.30	0	\$0.00	0	0	0	0
Abilities So	104	103	0	\$0.94	1	\$4.50	1	0	0	0
Assoc Craft	66	55	0	\$1.83	0	\$0.00	0	0	0	0
Career Opp	107	90	0	\$1.34	1	\$5.00	0	1	0	0
BERGEN/PASSAIC	78	72	0	\$0.90	0	\$0.00	0	0	0	0
Boland Rehab	85	87	0	\$1.72	1	\$5.00	1	0	0	0
Camden OTC	60	60	13	\$1.30	0	\$1.30	0	0	0	0
Cumberland	86	76	11	\$2.20	2	\$4.85	2	0	0	0
Edison SW	21	18	0	\$2.36	0	\$0.00	0	0	0	0
Friendship H	70	63	0	\$1.95	6	\$4.00	1	4	1	0
Goodwill NJ	83	71	0	\$2.02	3	\$5.07	2	1	0	0
Goodwill So.	63	47	0	\$2.73	3	\$5.00	1	1	1	0
Highlands	67	52	1	\$1.35	2	\$4.25	0	1	0	0
C E A	47	39	0	\$1.50	0	\$0.00	0	0	0	0
Jersey Cape	66	63	0	\$1.84	6	\$5.00	0	4	0	2
Jewish Voc Sr	118	82	0	\$2.18	3	\$5.29	2	1	0	0
Joseph Finema			closed							
Monmouth CVR	49	46	0	\$1.47	0	\$0.00	0	0	0	0
DC ESSEX	227	197	0	\$2.07	3	\$5.61	0	1	1	1
DC Hudson	97	79	0	\$1.26	1	\$4.00	0	1	0	0
DC Union	231	210	0	\$1.20	4	\$4.01	3	0	0	1
OTC Morris	125	82	0	\$1.57	2	\$6.00	0	2	0	0
OTC Burlington	177	158	6	\$1.74	1	\$5.00	0	0	0	1
OTC Mercer	143	129	0	\$1.45	2	\$4.60	1	1	0	0
Ocean Co Occ	119	108	0	\$1.32	2	\$4.40	2	0	0	0
Raritan Valley	188	153	0	\$1.54	5	\$5.24	1	0	4	0
St. John of God	50	54	0	\$1.72	0	\$0.00	0	0	0	0
Salem Co Reha	82	65	0	\$1.43	0	\$0.00	0	0	0	0
Union ARC	31	29	0	\$1.94	8	\$4.50	0	2	6	0
OTC Somerset	46	57	5	\$2.37	6	\$6.69	2	0	1	3
West Essex	132	120	0	\$1.67	1	\$5.25	1	0	0	0
West Hudson	26	19	0	\$0.52	0	\$0.00	0	0	0	0
Work Opp Ctr	109	98	0	\$1.28	2	\$3.80	0	0	1	1
TOTALS	2989	2614	36	\$1.61	65	\$4.92	20	20	15	9