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FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

Volume IV Number 2

Spring 1986

Let's Not Be Victims

By: John D. Kelliher
Chief, Rehabilitation Facilities

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I am struck by the amount of information that crosses my desk everyday that would lead me to believe that a whole lost tribe of disabled people has been discovered out there who no one has been serving and that some startling new discoveries have been made which will solve all their problems.

Maybe I am getting a little upset. As I look around I see a lot of strange things happening and I begin to wonder why the strange things are happening. The answer, all too often, comes back -- "because we let them happen."

By now you have probably guessed that I'm talking about supported employment. Not a day goes by that I don't hear about how vocational rehabilitation has not done anything for the Developmentally Disabled, about how vocational rehabilitation is failing, about how sheltered employment is passe, and about how facilities are the problem and not the solution. I think that it is time somebody said "HOLD ON".

First off, Vocational Rehabilitation has done its job. It has done it so well that we have now become the program that all these people want to copy. The prob-

lem is that there are a lot of people out there who do not understand vocational rehabilitation and want it to be something it isn't.

Secondly, who says facilities are passe? How did this become a given in our equation?

Vocational Rehabilitation was serving the Developmentally Disabled before they were the Developmentally Disabled. Last year the Extended Employment Program placed 325 sheltered employees into competitive employment and the basic program placed another 800 or more. The Extended Employment Program continued to serve over 2,900 at the end of last year. That's over 4,000 developmentally disabled people who received services from DVRS in the facilities area alone, and only 12% of DVRS's clients are served by facilities.

As far as the facilities being the problem and not the solution, I take exception to that too. No one is perfect, New Jersey facilities are not perfect, but they are good. The old stereotype of the dark musty basement with the lines of tables and chairs where uninspired clients suffer through another day is simply not the case. There are numerous off-site work details for those who perform better in that climate and where bench work is appro-

appropriate, the working conditions are usually excellent. For those who do perform jobs in the facilities, the vast majority are clean, safe and efficient workplaces which measure up to the same standards as other industrial and assembly plants where the non-disabled function.

The quick fix, one answer for all, approaches such as supported employment that are being preached today are not the answer. They are the answer for some, just as Extended Employment is the answer for some, and direct job placement is the answer for some and Day Activities programs are the answer for others. The continuum of services that we have available is necessary. It is not necessary to tear down existing pieces of that continuum to create a new, and welcome, piece.

Do me a favor, the next time someone makes one of those glib cocktail party type remarks about Vocational Rehabilitation being a failure and facilities being outmoted, challenge them. Ask them for some supporting data. If all of us acquiesce in this thinking, we have no one to blame but ourselves when the rest of the world decides they don't need us any more.

We would like to know how you feel about this issue. Please let us know.

Welcome Aboard

Family Guidance Center of Warren County joins NJDVR's family of approved for services facilities.

Family Guidance is a Psycho-Social Center whose executive director is Dr.

Joseph Romesser. Approval became effective Monday, April 14, 1986.

Up, Up and Away

Don Cammus, former Facilities Auditor and most recently our Supervising Accountant for the past four years, has been transferred and promoted in a similar capacity to the Department of Environmental Protection.

Don's assistance and expertise will be missed by all of us and we congratulate and wish him our best in his new position.

Good-Luck, Don!

The Commission On The Handicapped

All are welcome to attend meetings the second Tuesday of each month from 7:00 p.m. to 9:00 p.m. at:

Office on the Handicapped
841 Georges Road
North Brunswick, NJ

For further information contact:

Diane Mutchler
201-745-4013

New York University

Employment Research and Training Center in conjunction with Continuing Education Program for Rehabilitation: Region II presents:

Employer Development
Market Driven Approaches

WORKSHOP A:

Somerset New Jersey
June 16-17, 1986

WORKSHOP B:

Bear Mountain, New York
Part I - June 19-20, 1986
Part II - Aug. 14-15, 1986
Part III- Oct. 27-28, 1986

Contact:

Training Coordinator
NYU - ERTC
212-598-7015, 3242

Government Contracts

Handicapped Americans Report, March 27, 1986 that Senator Lowell Weicher, Jr. (R-Conn.) introduced a bill (Small Business Act, S.2147) March 6 that would allow sheltered workshops to compete for government contracts.

Highlights of Central Jersey

By: Allen L. Waters,
Facilities Specialist

In the area of human resources, we wish Bruce Koenigsberg, former Work

Opportunity Center Director, the best in his new endeavors with the Princeton Neuro-Psychology Center. On behalf of DVRS staff, his many years of service were appreciated. We look forward to continuing our partnership with the Acting Director of W.O.C. Ms. Ellen Repasy, who is expected to meet the challenge of the future for the continued growth of W.O.C.

A hearty welcome is extended to Deborah (Sue) Freeborn who joined the staff at Abilities N.W. since our last newsletter. Michelle Trombetta, former counselor at Abilities, N.W. has transferred to OTCH where she may continue to share her expertise as well as reduce her general fatigue from commuting. Recognizing N.Y.'s loss as N.J.'s gain, we also welcome Maureen Reed as Rehabilitation Counselor for the Edison Workshop.

Congratulations are extended to the R.V.W. crew for: Karen Calcutta's five year service award, followed by her promotion to Director of the Facility; Dr. Paul Booker's promotion to Senior Vice President of Easter Seals, and to the staff for their overall contribution culminating with the sixteenth annual awards dinner and the distinguished career award received by Rosemary Sandry-Lodge, Manager of the New Brunswick DVRS Office. We recognize that this partnership has opened increased opportunities for the population being served.

It was refreshing to see the support of the community at the dedication for the Somerset County Recycling Center which is based at the Occupational Training Center

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of Somerset. It appears that the award for generating the most press releases concerning recycling at a workshop goes to OTC's! Keep up the good work!

The J.F.K./Robert Wood Johnson Jr. Rehabilitation Institute presented their third annual Career Options Day 4/9/86. In addition to employer participation, several career workshops were presented which proved very stimulating but also supported the need for representation at such a community function of NJ DVRS. Hopefully, next year our "colors" will be showing to enhance this fine effort initiated by the facility.

If your facility was not mentioned or misrepresented, it was not intentional. We welcome your input on information you wish to share.



South Jersey Happenings

By: Jim Agre

Easter Seals of Ocean County welcomes its new Executive Director, Ms. Cynthia Rauso and new Director of Services, Mrs. Debbie Robinson. Best wishes to both in their new positions.

Jersey Cape Diagnostic Training and Evaluation Center has recently added Mrs. Phyllis Rizzi to its staff as the Extended Employee Counselor and Case Manager.

Goodwill of southern New Jersey has a new director of services, Mr. Joseph Doney.

Monthly Sheltered (Extended) Employment Population Updates (MSEPU's)

The extended employment file contains approximately 3,000 names. The names are entered onto the file via the clients social security number, without the social security number entry or updating is not possible. If social security numbers are incorrect, the information is entered with the wrong number. Consequently, when subsequent monthly reporting reflects the correct social security number, the client then appears on the file more than once. Please continue to exercise care when inserting the social security numbers on the MSEPU forms.



Food For Thought:

I have yet to find the man, however great or exalted his station, who did not do better work and put forth greater effort under a spirit of approval than he would do under a spirit of criticism.

- Charles Schwab

Success is never final and failure never fatal. It's courage that counts.

- Sir Winston Churchill



Networking Personal Computers

A seminar is to be held:

June 23/24

AND

August 18/19

For further information
contact:

NYU

School of Continuing
Education

Seminar Center

575 Madison Avenue

New York, NY 10022

OR CALL

212-580-5200

Prospect House Takes On Program

The following article was submitted by Prospect House's Associate Director, Edward N. Schneider, for inclusion in the Facilities Facets Newsletter:

Last year, the Community Mental Health Center (CMHC) of the Oranges, Maplewood and Millburn (Mental Service Area II), offered Prospect House the opportunity to operate the Targeted Jobs Project (TJP), a placement service for individuals receiving mental health treatment.

The Project serves individuals over 18, who reside in Essex County, outside of Newark, and are receiving mental health services from a clinic or private practitioner. The program is placement-focused and not designed for those in need of an intensive rehabilitational program such as that offered by Prospect House.

The Targeted Jobs Project is funded by two grants of \$25,000 each from the Department of Human Services and the Division of Mental

Health and Hospitals.

The Director of Targeted Jobs, Steve Towler, is the former coordinator of the Prospect House Transitional Employment Program.

The placement capability afforded by the project is a welcomed addition to the Prospect House vocational rehabilitation program and broadens its range of services.

The awarding of the TJP to Prospect House was good news, and an acknowledgement of the important role that it has played in providing vocational rehabilitation services to the mentally ill for over 20 years.

Clients accepted into the Targeted Jobs Project receive an assessment of their interests and abilities, job counseling assistance in developing job search skills and job development and placement. Appropriate clients are referred to the East Orange Office of NJDVRS.

The importance of follow-up has become increasingly clear and follow-up supportive services are provided to clients after their placement.

In fact, post placement support has been increased since the project was taken over by Prospect House in August 1986. Data collected for clients placed during the project's first two years confirm the need of this population for continued support after a job is started.

To date, over 60 referrals have been received by Targeted Jobs Project staff. They have placed over 40 clients in jobs.

The project is assisted by the Targeted Jobs Project Advisory Board chaired by

Mr. Lash Green, Assistant
Director of the Essex County
Private Industry Council.



Joe's Jottings

By: Joseph A. Baptista,
Assistant Director,
Rehabilitation Services

It has often been said that we are creatures of habit. On the other hand, we verbalize that we are in a changing society and, therefore, must be prepared for constant change and/or adjustment.

Those of us in the field of vocational rehabilitation, both DVRS and Workshop people, are in a phase wherein we must learn to deal with the dichotomy the above two statements present.

We can no longer continue to function as we have in the past. In other words we must change some of our habits. Nor can we make changes for the sake of making changes. If these statements are in fact correct, then what do we do?

Perhaps one thing that should be taken into consideration is to follow the lead of the more progressive companies in both the business and industrial sector, that is essentially to diversify and market.

How do we diversify? By DVRS sending to workshops a better cross section of clients. We tend to limit ourselves to the metally retarded and the metally ill. By workshops offering a broader base of pre vocational and Work Adjustment Training Services. Where are the granite etchings

that say that Pre Voc is a ten week program? Are there not clients who would be better served in two or four weeks? Does it take everyone to make adjustments to work 18 weeks? The answer of course should be NO. If this is the case, then why are we tied to old habits?

All people do not need testing in their ability to join nuts and bolts together. Nor do they need to complete the JVS or Singer evaluation program. Yet, out of habit this is what tends to be done.

Clients with other kinds of disabilities can easily be accommodated in workshop settings. Yet, DVRS personnel tend not to make the workshop viable for them.

With respect to marketing, it can be generally stated that we all produce a product, that being a job ready client, and then try to find a business or industry that can use what we have developed.

Let's start thinking in terms of finding out what business and industry needs and then developing the client to meet that need.

It is time for us both to take a close look at what we are doing and how we are doing it. Once we have made a determination, then we should be asking ourselves; how can we do it better?

At no time should we lose sight of why we are doing what we are doing. That, of course, is to provide the best possible services to our disabled clientele in order that they might enter the world of work prepared for those changes that are taking place in society.

Your comments are invited.

Cornell Calendar Summer 1986

ILR -- Cornell Announces the following upcoming programs:

- July 14-18 Executive Management Simulation/Saratoga, NY
- July 21-23 LOTUS 1-2-3 for Rehabilitation Facilities/Ithaca, NY
- July 25-26 Board of Directors Training/Ithaca with John Doyle NARF
- Aug. 8-9 Board of Director Training/Flemington NJ with Dick Englehardt
- Aug. 11-13 Work Adjustment/Ithaca, NY
- Aug. 20-22 Financial Management/Ithaca, NY
- Aug. 25-26 Philosophy and Research Results -- Supported Employment/Ithaca, with Paul Wehman, Ph.D.

For information on any of the above programs contact:

Mr. Ronald B. House
 Program Director
 New York State School of
 Industrial & Labor
 Relations
 Extension Division
 Ithaca, New York 14853
 or phone: 607-256-7727
 607-256-3054

News! News! News!

- The Philadelphia Inquirer, April 10, 1986, reported Bill Nelson, a retired mechanical engineer and resident of Allentown, Pennsylvania, designs and adapts toys and learning devices for severely disabled children.

Nelson donates his time and talents and the Telephone Pioneers of America pay for the parts.

- Disability Rag, September 1985, carried an article which reported that by 1989 totally wheelchair accessible London Taxis (with 30 inch doors) should be available for import to the United States.

- U.S. News & World Report, April 14, 1986, reported the National Association of Hearing and Speech Action published a Directory for Deaf individuals.

The directory lists public places in the United States equipped with special devices for the hearing impaired.

Copies of this publication can be obtained from:

NAHSA
 10801 Rockville Pike
 Rockville, MD 20852

- California United Cerebral Palsy Chapter offers computer training.

Info-World newspaper, March 17, 1986, reported moderate to severe CP students attend classes 15 to 20 hours weekly for computer training.

"The goal of this project is to supply the missing link between highly motivated and bright job seekers who have cerebral palsy and competitive employment that matches their talents."

For further information contact:

Kathleen Martin
Coordinator of Project
(415) 832-2013

- Free Clothing Brochure Available From:
Individuality, Inc.
Dept. #3
702 N. Midvale Blvd.
Madison, WI 53705
Phone: 608-238-7444

- Handicapped Funding Guide: The 1986-87 edition of the "Handicapped Funding Directory" is now available. The directory contains names and addresses of more than 700 corporations, foundations, government agencies and associations which fund programs and services for the handicapped.

It also contains guidelines on how to obtain a grant and a listing of personal contacts at each funding entity.

The book is available from Research Grant Guides, P.O. Box 10726, Marina del Rey, CA 90295 for \$23.50 plus \$2 for postage and handling.

- Fourth Annual Personal Computer Expo - New York: Misweek newspaper Vol. 7 No. 20 Monday, May 19, 1986, announced the Fourth Annual PC Expo to be held: July 9 through 11.

For further information contact:

PC Expo
333 Sylvan Avenue
Englewood Cliffs, NJ
07632
201-569-8542



Basic DVRS Program

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Traditional

Facility Name	DVRS	Start	Start	Start	Other	Avg D	AvgLg	AvgLg	Wait	Drop	Drop	Drop	Comp	Shelt
	Refer	Eval	WAT	Skill	Spon	Attn	Eval	WAT	List	Eval	WAT	Skill	Place	Wage
Abilities NW	5	7	2	0	19	7	4.0	13.5	0	3	0	0	0 \$0.00	3 \$1.05
Abilities So.	30	27	22	0	41	107	10.0	18.0	0	12	6	0	4 \$3.51	13 \$1.09
Assoc Craft	58	25	10	5	9	9	8.0	19.0	0	3	5	0	4 \$5.75	2 \$4.48
A C O C	37	16	15	0	0	19	7.3	15.0	0	9	3	0	0 \$0.00	15 \$0.97
August Hoehne	9	8	3	0	30	39	10.0	19.0	6	1	0	0	0 \$0.00	7 \$1.02
Boland Rehab	28	16	7	5	65	29	10.0	18.0	0	8	4	1	11 \$4.80	3 \$0.80
Camden OTC	14	14	15	0	0	23	10.0	14.0	0	2	2	0	3 \$3.75	3 \$1.09
Cumberland	17	27	15	0	12	43	10.0	18.0	0	9	4	0	19 \$4.73	11 \$1.00
Edison SW	0	0	0	0	10	17	0.0	0.0	1	0	0	0	0 \$0.00	0 \$0.00
Friendship H	27	24	23	0	176	132	10.0	18.0	0	5	3	0	24 \$3.45	0 \$1.53
Goodwill NJ	90	72	31	3	21	102	8.5	15.0	0	7	4	0	14 \$4.75	0 \$2.56
Goodwill So.	28	12	4	0	1	16	10.0	18.0	0	5	1	0	3 \$3.78	5 \$1.68
Highlands	9	7	1	0	31	43	10.0	21.0	0	1	0	0	2 \$4.37	5 \$0.99
H O T C	30	22	11	3	100	89	4.2	8.9	0	3	3	0	1 \$4.35	0 \$0.00
Jersey Cape	11	7	3	0	0	3	5.0	18.0	0	2	1	0	0 \$0.00	0 \$0.00
JVS	43	18	12	0	0	30	10.0	23.0	2	5	2	0	9 \$4.50	8 \$1.75
Joseph Fineman				closed										
Monmouth CVR	32	32	7	0	57	107	5.0	6.0	0	15	3	0	2 \$3.35	4 \$0.71
OC Essex	35	19	25	0	91	116	9.0	18.0	0	7	4	0	1 \$3.35	14 \$2.13
OC Hudson	20	14	8	0	11	29	8.5	19.1	1	3	1	0	0 \$0.00	8 \$1.86
OC Union	22	14	6	0	73	110	8.0	2.0	0	0	0	0	3 \$3.60	18 \$1.18
OTC Handi. CK	16	7	9	0	23	38	7.0	18.0	0	1	0	0	1 \$5.00	2 \$1.60
OTC Burlington	46	36	7	0	4	44	10.0	30.0	0	5	5	0	4 \$4.00	1 \$1.16
OTC Mercer	20	16	11	5	4	38	9.0	18.0	0	2	2	1	2 \$3.50	7 \$0.90
Ocean Co.OC	3	1	5	0	21	29	9.0	12.0	0	0	0	0	3 \$3.35	6 \$1.04
Raritan Valley	35	18	18	0	57	96	10.0	27.0	0	5	2	0	2 \$3.72	12 \$1.28
St.John of God	4	4	2	2	0	14	11.7	18.0	10	2	0	0	4 \$3.35	1 \$0.67
Salem Co. OC	3	5	14	0	0	30	10.0	18.0	0	6	2	0	2 \$3.75	3 \$1.05
Thrift Shop Un	10	3	3	0	6	11	5.0	13.0	4	2	0	0	1 \$5.00	4 \$2.43
OTC SOMERSET	5	0	3	0	10	16	0.0	9.6	0	0	1	0	0 \$0.00	2 \$1.42
West Essex	67	28	24	0	12	45	5.0	18.0	0	5	6	0	2 \$5.55	10 \$1.45
West Hudson	0	0	0	0	5	17	0.0	36.0	0	0	0	0	0 \$0.00	1 \$0.00
Wrk Opp Ctr	10	10	10	0	39	20	7.5	13.5	0	2	1	0	4 \$3.71	0 \$1.33
State TOTALS	764	509	326	23	928	1467			24	130	65	2	125 \$4.19	168 \$1.33
Year Ago	687	549	329	40	819	1405			18	193	61	14	129 \$3.87	168 \$1.12
Two Year Ago	706	557	313	35	614	1269			42	197	81	8	108 \$3.74	160 N/A
Three Year Ago	867	581	362	48	536	1284			53	159	55	14	68 \$3.93	124
Four Year Ago	700	540	310	64	486	NA			62	135	69	13	99 \$3.81	
Five Year Ago	637	493	317	52	393	NA			60	124	53	6	89 \$3.81	

Sheltered DVRS Program

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Sheltered	No. Cl E.E.	A D A E.E.	Wait List	Hour Wage	Clnt Plcd	Wage After	Time in one	E.E. one-3	in Years Thr-5	Over 5
Abilities NW	46	37	0	\$0.97	0	\$0.00	0	0	0	0
Abilities So	125	117	0	\$0.94	3	\$4.15	1	2	0	0
Assoc Craft	59	40	0	\$1.09	2	\$4.48	2	0	0	0
A C O C	148	76	0	\$0.97	5	\$4.00	0	5	0	0
August Hoehne	79	63	0	\$0.83	3	\$4.12	1	1	0	1
Boland Rehab	85	56	0	\$0.80	0	\$0.00	0	0	0	0
Camden OTC	60	51	0	\$1.06	3	\$3.90	1	1	0	1
Cumberland	70	55	0	\$0.80	0	\$0.00	0	0	0	0
Edison SW	14	15	0	\$1.29	0	\$0.00	0	0	0	0
Friendship H	59	55	0	\$1.50	7	\$3.45	1	5	1	0
Goodwill NJ	42	36	0	\$1.80	4	\$3.50	4	0	0	0
Goodwill So.	56	50	0	\$2.04	1	\$3.35	0	1	0	0
Highlands	49	41	0	\$1.18	3	\$3.56	3	0	0	0
H O T C	37	35	0	\$1.83	0	\$0.00	0	0	0	0
Jersey Cape	54	47	0	\$1.37	4	\$3.35	0	1	3	0
Jewish Voc S	82	59	0	\$2.00	0	\$0.00	0	0	0	0
Joseph Fineman							Closed			
Monmouth CVR	60	57	0	\$1.05	1	\$4.00	0	1	0	0
OC Essex	266	227	0	\$1.16	2	\$4.25	0	1	0	1
OC Hudson	72	59	0	\$1.46	1	\$3.35	0	1	0	0
OC Union	242	217	0	\$1.15	7	\$3.60	0	0	0	0
OTC Handi. CK	101	56	0	\$1.10	1	\$4.50	1	0	0	0
OTC Burlington	104	87	0	\$1.24	3	\$3.65	1	1	1	0
OTC Mercer	103	93	0	\$0.90	3	\$3.50	0	0	1	2
Ocean Co. OC	94	65	0	\$1.09	2	\$3.35	2	0	0	0
Raritan Valley	154	123	0	\$1.21	3	\$3.70	1	0	2	0
St. John of God	50	56	0	\$0.94	0	\$0.00	0	0	0	0
Salem Co. OC	65	47	0	\$1.13	1	\$3.35	0	1	0	0
Thrift Shop Un	31	26	0	\$1.57	1	\$3.35	1	0	0	0
OTC Somerset	40	38	0	\$1.19	1	\$4.00	0	0	0	1
West Essex	114	87	0	\$1.38	6	\$5.75	2	2	2	0
West Hudson	28	16	0	\$1.79	0	\$0.00	0	0	0	0
Work Opp Ctr	102	92	0	\$0.76	5	\$3.71	2	2	0	1
TOTALS	2691	2179	0	\$1.14	72	\$3.88	23	25	10	7