

# **Disabilities Services Program Showcase**

**May 15, 2022**

# Presenter #1



# Avoiding the Fall and Embracing the Climb: Autism and Employment

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# Service Need

## Why are Autism Spectrum Disorder approaches needed?

- Lower rates of employment
- Delayed Launch
- Soft Skills
- Specialized approach increases success



# Service Practice

## Establish Expectations



### Parent

- Level of involvement changes
- Level of Service changes

### Young Adult

- What jobs look like
- Different from school
- Social expectations

### Employers

- Concerns may not be what expected



# Service Practice

## Flexibility

### Young Adults

- Entry Level
- Interest/major
- Tasks

### Staff

- Tasks (how you approach)
- What needs to be taught

### Employers

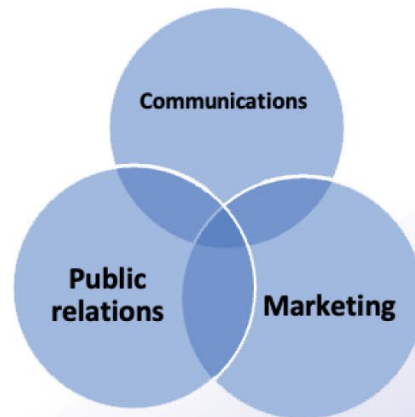
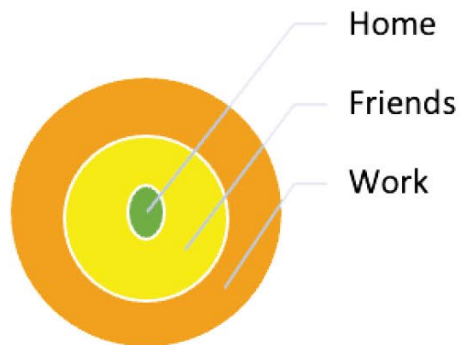
- Job carving
- Social interactions



# Samples

## Visual/ written supports

- Schedules
- Cartoon conversations
- Diagrams for social concepts as well as job tasks
- Step by step directions



# Presenter #2



# Name of Program & Contact Information

Jewish Family and Children's Service of Greater Philadelphia

People with Disabilities Program

Director: Lisa Ney, LCSW

## “Playwriting for Resiliency”

Facilitators: Suzannah Rosenberg, LCSW & Maryruth (Mr) Stine ([maryruthstine.com](http://maryruthstine.com))



# Program Description



JFCS

Do  
Good,  
Well.

Playwriting on Zoom in 3 cohorts of 10 weeks each. Each cohort supported 7 clients.

Topics:

- Grief
- Forgiveness
- Self-advocacy

Playwriting process:

- Processed feelings and memories
- Worked together to form a narrative and characters around shared experiences
- Participants offered support to each other
- Facilitators offered therapeutic and creative interventions throughout

Resulting play told story of a family coping with the illness, death, and remembrances of family matriarch

## Program Need



JFCS

Do  
Good,  
Well.

In 2020, in-person programming was temporarily replaced with Zoom programming

JFCS's clients reported increased stress, depression, anxiety, and isolation

Combines previous successes in different kinds of playwriting groups and group therapy



# Implementation & Funding

Brodsky Grant paid for facilitator and actor freelance fees

- Allows for huge range of programming
- In addition to this playwriting program funds:
  - Art therapy
  - Cooking classes
  - Creative writing
  - Cultural events like museum tours and theater performances



## Outcomes

Playwriting Showcase:

Presentation of the whole edited play (approx. 45 min)

Q & A panel with participants about their experience

Quotes from participants:

- “I feel more connected to my past.”
- “It feels good to talk to other people about this and know they understand.”
- “I was excited to see my experiences on stage.”
- “Sometimes I feel like people in my life don’t listen to me but not here.”
- “I can’t wait for the next one!”

# Presenter #3

Name of Program & Contact Information

# Celebration Company Council

Presented by:  
Jamie Paul Weiner, LCSW  
Manager of Disability Services/  
Alexander Institute for Inclusion  
JFS Houston



JFS Houston  
Celebration  
Company

[jweiner@jfshouston.org](mailto:jweiner@jfshouston.org)

PowerNET  
2022

# Program Description

## What is Celebration Company?

- Celebration Company provides life skills and meaningful employment to individuals with disabilities who provide services and create products that celebrate the good of life.
- Our mission is to help adults with cognitive disabilities to acquire the vocational and life skills needed to reach their desired goals.
- Use client-centered approach.
- Supported and transitional employment is offered.
- We are year-round, 5-days /week program





# Program Need

- Self Advocacy
  - Politically
    - Speaking to elected officials
  - Person centered
    - Goal Setting
    - Self-Knowledge
- Advocacy in the Workplace
  - Speaking up for yourself
  - Asking for accommodations
  - Self disclosure
- Celebration Company Council
  - Practice what we preach
  - Employees have a voice



# Implementation & Funding

- Staff pre-selected 6-7 Employees that we thought would enjoy sharing their voices and opinions
- 1 Staff liaison to meet with the Council
- Official letter went out inviting Employees to sit on council
- Set aside a weekly meeting time and place
- No start up cost at all
  - We did have some costs that came out of request from council
  - We may get shirts this year- Council request



# Outcomes

## Benchmarks to Date

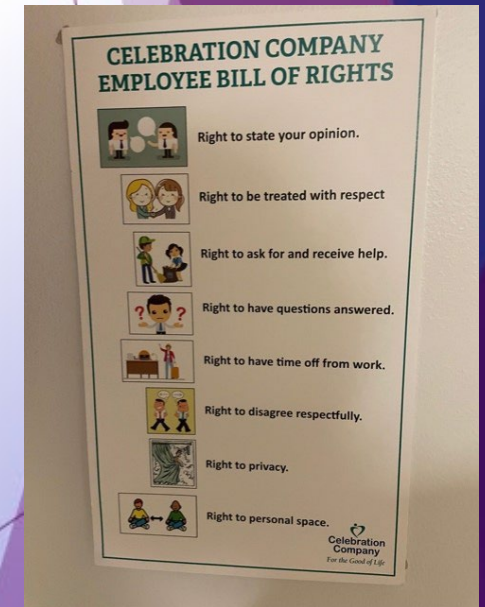
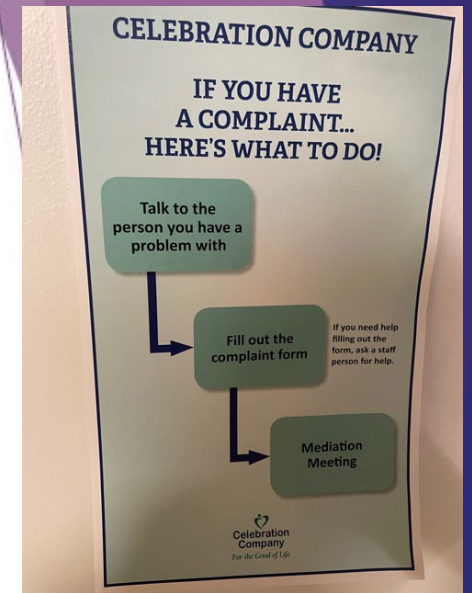
- Created a process for Employees to register concerns (they choose the word “complaint”)
- Council has acted as mediator for other Employees
- Creation of Employee Bill of Rights
- Creation of Bi-Laws
- Suggest New Products

## Minutes from Past Meetings

### November 5

Attendance: Melissa, Ian, Rob, and Becca

Because there were people who missed the last meeting, we discussed the concepts of leadership and advocacy again. The Council members present decided that they want to ask Mallory about changing the table arrangement in the breakroom. The council members also want to review the break room rules that are hanging on the wall in the break room. After the meeting Melissa presented both requests to Mallory and Mallory agreed to both.



# Presenter #4

## Name of Program & Contact Information

# Detroit Community Vaccination Program



**Jacob Gottlieb**

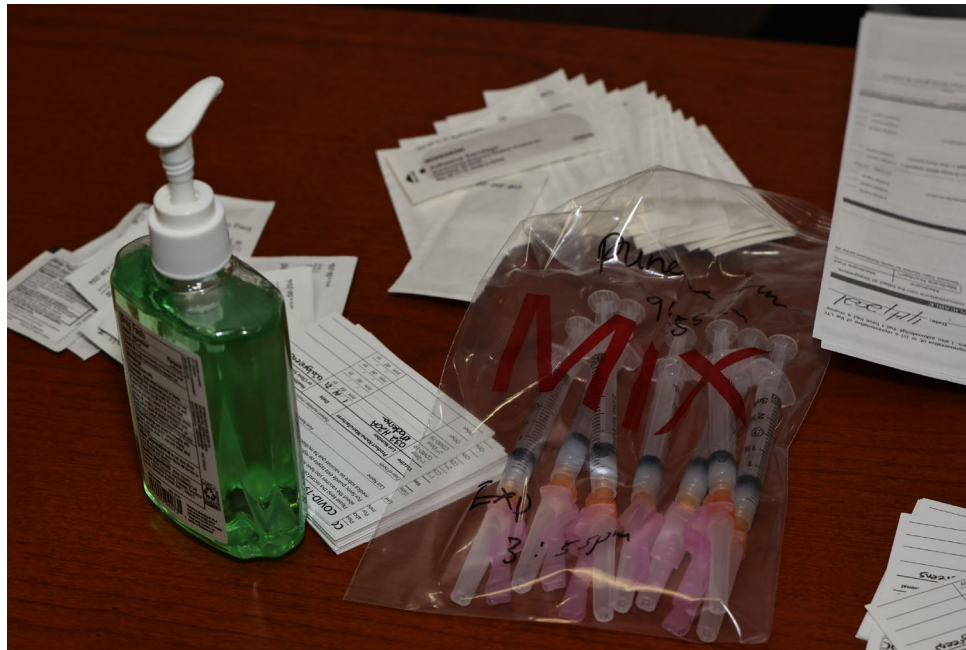
Chief of Staff, JARC  
Bloomfield Hills, Michigan

[jacobgottlieb@jarc.org](mailto:jacobgottlieb@jarc.org) – 248.940.2751

## Program Description

In December 2020 JARC was selected to receive some of the first COVID-19 vaccines for Adult Foster Care homes in the State of Michigan. Finally, on January 14, 2021 JARC held its first vaccine clinic for persons with developmental disabilities and their direct care workers.

Over the next 18 months, JARC would partner with nearly a dozen community organizations to host 21 clinics that were accessible and designed with disability in mind.



## Program Need

JARC's mission is to enrich the lives of people with disabilities through gentle and loving support, valued relationships, and engagement with the community, in accordance with Jewish values.

Not only would getting the Detroit Jewish Community vaccinated ensure people with disabilities could engage with the community but it's also in accordance with Jewish values.

JARC decided it was a "community good" to vaccinate as many people as possible to ensure a healthy and vibrant Jewish community and community at-large.



## Implementation & Funding

This vaccine operation was the epitome of “it takes a village.” Without the support – both financial and volunteer – of each of our partner agencies this program truly wouldn’t have been possible.

The Jewish Federation of Metropolitan Detroit, along with Detroit Disability Power and AMAC Pharmacy were instrumental in providing the physical space, getting the word out, supplying the vaccine doses and empowering volunteers to make the whole operation run. In total over 50 volunteers helped make this program work.

JARC received financial support from the Jewish Federation, Michigan Association for Local Public Health, and the Oakland County Health Division to help offset costs for staff time, snacks and water for the post-vaccine room, toys and prizes for little kids and more.





## Outcomes

The moment you've been waiting for! How many people did JARC help vaccinate?

While it's hard to know exactly, we estimate **4,000** people came through our doors to receive a vaccine. Including boosters that's more than **10,000 shots**.

Many of the people JARC helped vaccinate had a disability that made it difficult to endure large crowds or had sensory challenges.

We're proud of the work we did and hope we don't need to mobilize our skills to do it again, but of course if called upon we will!



# Presenter #5

# Name of Program & Contact Information

## Catalyzing Disability Employment in a Hybrid World

JVS Boston Disability Services Department

- Jeff Gentry, Director of Disability Services
- [jgentry@jvs-boston.org](mailto:jgentry@jvs-boston.org)
- 978.590.4466



# Program Description

JVS Boston's Disability Services Department Empowers Career Seekers with Disabilities and Employer Partners to Create a More Inclusive Workforce.

We Do Two Things:

- **Transitions to Work**
- **1:1 Career Coaching**



# Program Need

## The Challenge:

- 67.9% of Americans w/o disabilities are engaged in the workforce while only 23.1% of Americans with disabilities are engaged
- 3.5% unemployment rate versus 8.8% unemployment rate

## The Approach:

- Secure paid employment before exiting high school and adults with disabilities are 15% more likely to establish a career
- Expect young people with disabilities to work. If parents (and supportive professionals) do so, young adults are 21% more likely to establish a career



# Implementation & Funding

**We are relentlessly closing the workforce engagement gap between Americans with and without disabilities by:**

- Increasing access to industry focused – and whenever possible credential bearing – training on-site at employers
- Delivering 1:1 Career Coaching and Advancement services, whenever possible, in client's home community or onsite at their employer
- Driving home the “1 of the 170” approach to Employer Cultivation

**We are aggressively diversifying our funding streams.** Major funding streams include:

- Combined Jewish Philanthropies
- Multiple School Contracts at High Need Schools (incl. BPS)
- State DD and VR Agencies
- Fee for Service Delivery and Consulting

# Outcomes

- Transitions to Work
  - Enrollments: 52 (all enrolled in FY 21)
  - Placements: 39 (23 from FY 21, 16 from FY 20)
- 1:1 Career Coaching
  - Enrollments: 88 (all enrolled in FY 21)
  - Placements: 47 (30 from FY 21, 17 from FY 20)



# Presenter #6



## Name of Program & Contact Information



### Coins for Keshet Program

Audra Kaplan, CPO  
[akaplan@keshet.org](mailto:akaplan@keshet.org)

Additional contact:  
Jennifer Phillips, CEO  
[jphillips@Keshet.org](mailto:jphillips@Keshet.org)

## Program Description

Coins for Keshet is a unique and purposeful job training program. By sorting, counting, rolling, adding, and then depositing coins at the bank, our adult participants learn skills that can lead to future competitive employment. These generous donations have an added benefit of making a financial contribution in support of Keshet's work.



## Program Need

Before the pandemic, 90% of our adults had jobs. That number has since flipped to 94% unemployed. We need a program to start rebuilding our adults' job skills.



### What We Needed:

Staff to Support Adults

Lots of Coins

Paper Rolls

Materials

## Implementation & Funding

We asked our community to drop off coins

Coins can be dropped off at Keshet GADOL or Keshet's Business Office

We can pick up coins from you!

Generous community donations

Program costs less than a \$1000



## Outcomes

- Meaningful days during the pandemic and vocational skills
- The learned social skills, increased confidence, and improved job skills.
- It also gave them purpose during the pandemic when they could not go outside of their houses.
- Coins for Keshet is a unique and purposeful job training program.
- By sorting, counting, rolling, adding, and then depositing coins at the bank, our adult participants learn skills that can lead to future competitive employment.



# Presenter #7



# Services for Deaf and Hearing-Impaired Adults and Seniors at Kings Bay Y



Presented by: Jason Vasquez  
Chief Program Officer  
Kings Bay YM-YWHA  
Info@KingsbayY.org  
www.KingsbayY.org

## Program Description

The Services for Deaf and Hearing-Impaired Adults and Seniors program at Kings Bay Y is designed to ensure deaf and hearing-impaired Russian-speaking and English-speaking disabled adults and seniors have equal access to opportunities available to their hearing counterparts.

- **American Sign Language (ASL) & Russian Sign Language (RSL)**

### Focus Areas of the Program

- Opportunities for socialization & Recreation to keep connected to community-at-large
- Person-Centered Trauma-Informed Comprehensive Case Management
- Cultural Content
- Nutrition Assistance
- Health & Wellness Services

### Channels Conducted Through:

- In-Person
- Remote: Total Caption, Zoom, Video Phone for Deaf





## Program Need

This population (Deaf & Hearing-Impaired) is extremely underserved due to the lack of translators certified in both Russian and American sign languages.

\*Key Takeaway: **Limited or NO Services Available**

### THE COVID-19 EFFECT

Due to their severe limitation in modes of interaction, these seniors and adults were/are locked in their homes with limited or no connection to the outside world and often suffer from psychological trauma that has lifelong adverse effects on their mental, physical, emotional, and spiritual well-being.

### Challenges:

- Health-Related Issues
- Isolation
- Limitations both Physical and Psychological
- Face Masks – The inability to read lips effectively removes another means of life interaction.



# Implementation & Funding

**GOAL:** is to help Russian- and English-speaking deaf and hearing-impaired adults and seniors to acquire and secure essential benefits and entitlements, receive psychological support, achieve a certain level of independence in day-to-day transactions, improve their physical and mental health, and become more engaged and connected to the community at large.

## STAFFING REQUIRED:

- LMSW Social-Worker certified in both Russian and American sign language
- Program Coordinator
- Program Assistant/Physical Educator

## Platforms Utilized:

- In-Person & Remote Based (Total Caption, Zoom, Video Phone for Deaf)

**Funding Required:** \$135,000

**Funding Sources:** Kings Bay Y Operating Budget (2021-Present)

\*Past support from Mother Cabrini Health Foundation (2019-2021)



## Outcomes

Kings Bay Y is the only Brooklyn agency to create and successfully operate a program for deaf and hearing-impaired adults who speak different languages.

- Bridged the gap and connected two populations that are not naturally connected due to the double language barrier.
  - Internal and External (to the outside world)

## Lessons Learned & Key Takeaways

- Creation of an inclusive environment for a population that needed a lifeline.
- Access to essential Case Management and Social Services
- Tailored Activities to Special Needs
- Development and Improvement of Life Skills
- Nutritious Meals

**and most importantly...**

Connection to one another, families, and the **COMMUNITY** at large.



# Q & A

(at tables)