



**International
Association of
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Vocational
Services**

Executive Quarterly Report

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A Note from the Executive Director

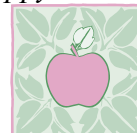
Everyone in the IAJVS community was disappointed to hear of the resignation of Bill Lynch. We know that he can look forward to new and exciting prospects!

We welcome Ruth Hartstein to IAJVS as the new Executive Assistant. Ruth came to us from The Workmen's Circle/Arbeter Ring in New York City. She recently married and moved to Philadelphia where her husband is attending law school. Ruth graduated with a B.A in philosophy from Queens College in May 2002. She volunteered with her campus peer advisement center while an undergraduate. Additionally, she taught Hebrew school to 3rd and 4th graders for three years. She

is very excited to be working with IAJVS. We know her contributions to the organization will be great. IAJVS also welcomes Lucy Klain, National Projects Director back from maternity leave. Lucy gave birth to a beautiful baby girl in June. Congratulations to the entire Klain family on Bridget's arrival.

Lucy is eager to continue working on the Disability Employment Initiative. She will also be taking over the role of directing professional development for IAJVS. We're very happy she's back.

I wish everyone a happy and healthy New Year!



IAJVS/AJVSP Annual Conference Report

The IAJVS/AJSVP conference kicked off its 3-day program on Sunday June 1, 2003 at the Beverly Hills Hilton in Los Angeles. Associates from Canada, Israel, the United States and for the first time, Argentina came together to exchange ideas, share best practices, and debate critical issues facing our network today. We would like to extend our appreciation to all the dedicated professionals who contributed to the success of this year's conference and to welcome Alejandra Goldschmidt and Jorge Schulman, from Argentina who were first time participators this year.

This year's theme was *Surviving and Thriving: Finding Solutions for our Network*. The conference program was divided into two tracks, one geared toward senior management and organizational analysis. The second professional track concentrated on personal productivity. IAJVS was very fortunate to receive a grant from the Bank of America enabling us to offer, for the first time, an all day train-the-trainer workshop for IAJVS affiliates entitled "Financial Literacy and the Older Worker". The workshop, which instructed experienced counselors in topics related to money management, banking services, and consumer rights, was a great success. The participants found the material to be very useful and the format to be effective.

Many participants reported that this year's conference was one of the best ever! However, we are constantly trying to improve the overall quality of the conference, therefore were eager to hear constructive criticism and feedback on this year's program. Based on conference evaluations, 59% of the participants who responded found 75% of the information presented at the conference to be useful. Two programs found to be particularly useful by evaluators was Judith Sommerstein's enriching session on dealing with burnout and Dr. Beryl Gerber's absorbing lecture on the topic of the changing landscape of the Jewish non-profit institution.

In response to a demand for more networking time following last year's conference, attendees were pleased to indulge in more time socializing and exchanging ideas in between sessions this year.

A recurring request observed in the evaluations was an allotment of more time for the program showcase. Many expressed that the showcase could be a valuable tool for gaining program ideas if more time was allotted to the segment and if the program was more interactive, allowing for a question and answer period.

Overall, most evaluators found the conference to be well organized and the sessions to be relevant. The staff of IAJVS appreciates all the feedback we received. The suggestions will be used to make next year's conference to be held in New York City, an even more enlightening and enjoyable experience.

2003 IAJVS/AJVSP Awards

IAJVS is very grateful for the hospitality of Susan W. Robertson, Past President and Rick Powell, President of JVS L.A Board of Directors who jointly co-hosted the Sunday night reception and awards ceremony at Ms. Robertson's beautiful home. There were nine awards given in recognition of the exceptional efforts of our professionals and volunteers.

The 2003 IAJVS/AJVSP Awards and Recipients were:

- ❖ **Bernie Rosenthal Executive Director Award** presented to Vivian Seigel, JVS Los Angeles for outstanding leadership in Jewish Vocational Services
- ❖ **Benjamin S. Lowenstein Award** presented to Dr. Ruth Borchiver, JVS of Greater Toronto for outstanding Professional Contributions in Jewish Vocational Services
- ❖ **Samuel S. Greenberg Leadership Award** presented to Adrienne Horwitch, lay leader and former president of JVS Los Angeles for Outstanding Lay leadership in Jewish Vocational Services
- ❖ **Special Distinguished Service Award** presented to Alejandra Goldschmidt of the Ariel Job Center for Outstanding Contributions in Jewish Vocational Services
- ❖ **Corporate Award** presented to the Supreme Court of Israel in recognition of Humanitarian Commitment to Jewish Vocational Services

- ❖ **Program Award** presented to Jewish Family and Career Services of Atlanta in recognition of Mastering Executive Job Change: Financial and Job-Change Strategies for your Transition
- ❖ **Distinguished Program Award** presented to F.E.G.S Health & Human Services System New York in recognition of F.E.G.S September 11th Initiative
- ❖ **Claudia Fogel Award** presented to Karol Friedman, Vice President, JVS Detroit in recognition of excellence in leadership, skills & commitment to Jewish communal service
- ❖ **Ron Coun Award** presented to Bobbi Yanke, Career Counselor, JVS Los Angeles in recognition of professional dedication

It was a wonderful night for IAJVS, which extends its warmest congratulations to all the award recipients.



Incoming IAJVS President Gail Magaliff presents the Bernie Rosenthal Executive Director Award to outgoing IAJVS President Vivian Seigel



Outside the beautiful home of Sue Robertson

IAJVS Award Ceremony to be held at The Supreme Court of Israel

Upon the nomination by David Marcu of Israel Elwyn, the Supreme Court of Israel was awarded the IAJVS Corporate Award in Recognition of Humanitarian Commitment to Jewish Vocational Services at the Annual Conference 2003 in Los Angeles. IAJVS is excited to be holding a special ceremony in Israel on Sunday November 16 where that award will be presented to a justice of the Supreme Court.

The Supreme Court of Israel has both served as an advocate in the advancement of the rights of individuals with special needs, and has been an example of that commitment by employing individuals with disabilities for over a decade. The Court's partnership with Israel Elwyn began in 1993 when two young men with special needs began working at the Supreme Court library, where they to this day, collect mail, reorganize books, and maintain the order and cleanliness of the shelves. The job coaches of Israel Elwyn's Supported Employment Programs monitor their work. In addition, the Court has employed other individuals with special needs over the years. Currently, one of Israel Elwyn's supported workers is employed in the Archives department of the Court. In the past the Supreme Court agreed to serve as a training center for special education students over the age of 18 in Israel Elwyn's "18+ Transitional Employment Program."

While the value of the employment of these individuals may seem to be limited, according to David Marcu, Executive Director of Israel Elwyn, the "impact on Israeli society at-large has been significant". The exposure that the supported workers have gotten within the world of the legal profession has increased the awareness within Israeli society of the contribution such individuals can make through work. The Supreme Court is a beautiful edifice that receives thousands of visitors yearly. It is also significant that many of these visitors can observe the fantastic contributions disabled individuals can make within a work environment.

IAJVS is so pleased to be awarding the Supreme Court of Israel for their exceptional commitment to furthering the rights and privileges of people with special needs.

New Officers Elected to Executive Board of IAJVS

2003-2005 Slate of Officers Elected

- **Gail Magaliff**, COO of FECS New York, President
- **Karen Goldenberg**, Executive Director of JVS Toronto, Vice President
- **Peter Bloch**, CEO of JVS Cincinnati, Treasurer
- **Abby Snay**, Executive Director of JVS San Francisco, At-large
- **Gary Miller**, Executive Director of Jewish Family & Career Services Atlanta, At-large
- **David Saltman**, CEO of Jewish Community Services of South Florida, At-large

IAJVS & AJFCA Grant to Victims of September 11 Tragedy

The International Association of Jewish Vocational Services joined up with the Association of Jewish Family & Children's Agencies to provide mental, emotional, and vocational support to qualified individuals in need following the disaster of September 11. The grant, which was generously funded by The United Jewish Communities Emergency Fund, was focused on individuals and families in New Jersey and was a collaborated effort between Jewish Vocational Services and several Jewish Family Services that serve New Jersey. JVS Metrowest, JF&VS of Middlesex County, and the Jewish Family Service of New Jersey applied their combined skills by offering vocational training and emotional counseling to the victims of 9/11.

Now, 2 years following the disaster, the program is winding down but the outreach accomplished has been enormous. Throughout the duration of the grant a total of 168 individuals received career training and 75 have been placed in employment. The services that were offered were varied, but specifically addressed the needs of spouses of victims and individuals who became unemployed due to the attack on the World Trade Center. One-on-one career counseling, assessment services, group workshops and job placement services were provided. Eligible candidates

included individuals who were employed at companies located at or near the World Trade Center, surviving spouses and children of victims, individuals laid off from jobs as a direct result of 9-11 or individuals too traumatized to return to their jobs in Manhattan who were seeking employment closer to home. The occupations of the unemployed ranged from hospitality workers and support staff to IT & project managers in various industries. The background of clients assisted varied from workers previously earning \$100K+ to homemakers.

The career counselors offered a step-by-step plan that allowed clients to analyze what transferable skills they possessed, ascertain their individual career goals and construct a resume reflecting their specific skills and interests. The career assessment services were a great help to individuals who were attempting to start a new career or who may not have been employed before. The group workshops were a very useful tool for clients to exchange both feelings and ideas with other individuals in similar circumstances as themselves. The program led clients through to the last step of the process with job placement services. Offering direct access to employers in the community, clients could be referred to jobs that suited their skills and objectives.

We are very proud of the work accomplished by our affiliates in New Jersey.

Grants Update

youthAbility Program Exceeds Goals

IAJVS is quite pleased with the success of youthAbility, the network's national outreach and recruitment program designed to encourage youth with disabilities to participate in national and community service. Throughout the 26 months of the program, nearly 1550 outreach activities took place, reaching more than 24,000 individuals (160 percent of original goal of 15,000), not including those reached via public service announcements on the radio and publication of articles or press releases, and 1,360 students (181 percent of original goal of 750 referrals) volunteered in their communities. As a national collaborative with

programs in Atlanta, Baltimore, Boston, Chicago, Cincinnati, Cleveland, Los Angeles, Philadelphia, St. Louis, and metropolitan Washington, DC, we exceeded the goals originally outlined in our proposal.

YouthAbility was a two-tier program, with activity occurring at both the national and local levels. IAJVS, as the lead national agency, directed the program through activities such as providing technical support, development and publication of national marketing materials (e.g., brochures) and training curricula. Specifically, IAJVS developed and distributed a two-fold training curriculum to train community and national service agencies on what it means to work with people with disabilities as well as to train disability and other organizations (such as schools) on the benefits and importance of volunteering. At each of the 10 participating sites, half-time recruiters had two primary responsibilities: to recruit youth with disabilities to volunteer and to identify appropriate volunteer positions within their community. Most of the sites focused on developing relationships with special education programs within the public school systems as their primary recruitment sites, although other organizations were also tapped for potential volunteers. The type of volunteer positions varied by community, ranging from group volunteer projects to individual placements, and from organizing and carrying out food drives to walking animals at a local animal shelter.

Thanks to all of the participating agencies for their hard work and especially for making youthAbility a thriving program. We're thrilled that several communities such as Boston, Cincinnati, Cleveland, and Los Angeles are able to continue to provide youthAbility or related services even as the Corporation for National and Community Service funding has ended.

disAbility Employment Initiative

The network's disAbility Employment Initiative, funded by the U.S. Department of Labor and providing services in Boston, Chicago, Gulf Coast, Philadelphia and San Francisco, has moved into the second year of programming. During the first year, 97 individuals with disabilities were provided with computer training; 53 of those individuals also met the dislocated worker eligibility criteria. To date, 21 clients have been

placed in employment, at an average wage of \$10.75 per hour.

Agency News

JVS CHICAGO EARNS NEW GRANT

JVS Chicago has received a \$228,000 one-year renewable grant from the Office of Refugee Resettlement to create a comprehensive business training and loan program in support of refugees who wish to start a small business. The program combines JVS' extensive expertise working with refugees, English Second Language training and micro-lending into a seamless service for those would-be entrepreneurs.

JVS serves a wide range of individuals from entry-level positions to managers and executives, and currently operates a micro-lending program, supported by a benefactor who committed \$5,000,000 to endow the program, that provides small business loans and technical support. A corporate foundation also provides support for loans and entrepreneurial seminars. JVS also offers vocational and English language training to refugees from many different countries, supported by a state grant and the Jewish Federation.

Program components of the ORR grant include recruitment, screening assessment and a 64-hour course, which gives participants basic business skills including English for business, fiscal responsibility, management, marketing and computer usage. Students will develop a business plan to be reviewed by the micro-lending loan committee of lay professionals. A total of \$50,000 in micro-enterprise loans will be given to the most viable candidates. In addition, all participants will receive mentoring and technical assistance.

Alan Goldstein, Executive Director, spoke of the significant benefits of this model to the participants from the former Soviet Union and other countries. The program gives them the tools to better their lives through ownership and path to realizing the American dream. To JVS, the grant enhances the cost benefit factor for JVS Chicago's micro-lending program and expands the breadth and depth of its service capacity in keeping with its long-term strategic plan.

It's a win-win situation for all concerned. For more information, call Richard Rotberg, Assist. Executive Director, (312) 673-3404.

JVS Chicago: On the Move

After 45 years in the Jewish Federation building on South Franklin, JVS Chicago moved its headquarters to a new address on June 16. Settled now in the new building, the JVS main office is situated on two floors, designed to divide the administrative and counseling staffs into cohesive and functional units. An interior staircase connects the two areas. Newly rebuilt, the offices provide staff with high-tech communication systems, an enlarged conference area, biometric security, and individual office environments that make the workplace more efficient. Job placement staff from the Employment and Training divisions, now firmly situated in one location, can work closely to share open positions. Clients of both divisions have new equipment in the respective resource centers to enhance their job searches.

While it was hard to pack up and say goodbye to old memories and friends, it is exciting to have renewed energy and resources for the challenges and opportunities ahead. Their new contact information is as follows:

Jewish Vocational Service
216 West Jackson Blvd., Suite 700
Chicago, Illinois 60606
312-673-3400
www.jvschicago.org

Book Review

What Next? The Complete Guide to Taking Control of Your Working Life Barbara

Moses, PhD

Reviewed by Karen P. Katz, Sr. Career Consultant, JEVS Philadelphia

Barbara Moses has written the book I hoped to write in the next 10 years! What Next? The Complete Guide to Taking Control of your Working Life is well organized, user-friendly, and reflects the experience Moses brings to the subject of career development.

This latest book by Dr. Moses follows the traditional path of career development, beginning with self-assessment, identifying options, clarifying strategies, and dealing with specific career challenges. The book earns *kudos* from me because it builds on accepted practice in the career management field and offers a respectful and contemporary slant to this body of knowledge. The assessment of "motivational type" is engaging and probing: it leads to a useful culmination of one's key motivators, areas of potential conflict, and personal values. The section dealing with accomplishments leads the reader through a sequential process that would yield useful data for a motivated reader. Dr. Moses offers an excellent analysis of contemporary organizational culture, followed by several chapters that challenge the reader to honestly assess their suitability for different employment situations. The graphics, tables, and use of color create a look and feel that resembles a sophisticated workbook.

What Next? is a book that I recommend to motivated clients and to career professionals who believe they've "read it all."? Dr. Moses has set the bar quite high for this aspiring contributor to the career literature: until I publish, I'll recommend What Next?

IAJVS was fortunate to have had Dr. Moses speak at the IAJVS/AJVSP Annual Conference in Toronto in June 2002. We wish Dr. Moses congratulations on her new book!

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**Winter Board of Directors
Meeting & Executive Forum
Eden Roc Hotel
Miami Beach, Florida
December 6-8, 2003**



**2004 IAJVS Annual Conference
Marriott Financial Center Hotel
New York City
May 2-4, 2004**

