



IAJVS Executive Quarterly Report

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Inside this Issue

| | |
|---|--------|
| IAJVS/AJVSP 2001 Annual Conference Report | Page 1 |
| Welcome to the New 2001 IAJVS Officers | Page 2 |
| IAJVS Participates in National Focus Group on Faith-Based Initiatives | Page 2 |
| Jewish Vocational Service San Francisco Receives Award for Excellence in Workforce Development | Page 2 |
| Israel Elwyn and JEVS Philadelphia Participate in International Professional Exchange | Page 3 |
| Agency News..... | Page 4 |
| IAJVS Staff on the Move, Part I: Grants Update..... | Page 8 |
| IAJVS Staff on the Move, Part II: Conferences and Site Visits | Page 8 |
| Save the Date | Page 8 |
| How to Contact Us..... | Page 8 |

IAJVS/AJVSP 2001 Annual Conference Report



Having a great time at the Sunday evening reception. Pictured from left to right, conference attendees: Barry Perlis, Genie Cohen, Howie Brecher, and Vivian Seigel.

Thanks to all of you for making this year's conference, 2001, *A Work Odyssey*, a huge success. Attendees integrated the conference theme—reaching beyond limits—by embracing the opportunity to see their colleagues, taking advantage of the time together to collaborate on ideas and programs, and even sharing the excitement of 76ers fans celebrating their Eastern Conference Championship on Broad Street.

Program highlights this year included the Sunday evening Host Reception and Awards Ceremony,

the plenary session on how welfare reform impacts our communities and how we can influence future policy, and an on-site tour of JEVS Philadelphia's A.P. Orleans Vocational Center.

Irvin J. Borowsky, founder and chairman of the National Liberty Museum, welcomed conference participants and introduced the museum at the Host Reception Dinner and Awards Ceremony. Created to help combat America's growing problem with violence and bigotry by celebrating the nation's heritage of freedom, the National Liberty Museum proved to be a perfect location to honor and celebrate this year's honorees. Congratulations to each all of the 2001 award winners and a special thanks to JEVS Philadelphia for hosting this wonderful event!

Monday's session on *Work for the Welfare of the City*, featuring Rabbi David Teutsch, President of the Reconstructionist Rabbinical College; Donna Cooper, Former Vice-President of the Philadelphia Workforce Development Board; and Marianne Van Fossen, New Business Development Officer at JEVS Philadelphia, provided an excellent overview of current policy and practice as well as Jewish teaching about approaches to poverty. Their perspectives on where welfare reform has taken our nation and

how we should focus our future policy activities were invaluable.

The conference concluded with a special one-day symposium on refugee resettlement sponsored by HIAS. Panel discussions on employment trends, innovative approaches to employment, and new methods to provide benefits to refugees allowed for lively discussion on these issues. Leonard Glickman, President & CEO of HIAS, shared his outlook on the future of the refugee program during the keynote address.

According to the conference evaluations, the opportunity to network and generate ideas from other professionals in the field was the most beneficial aspect of the conference. The program showcase and the special interest roundtables, where participants had the chance to hear about other agencies programs, were both rated highly, along with the Sunday night reception and the tour of the A.P. Orleans Center.

We hope all of the conference attendees left with greater insight and knowledge on how other agencies in North America serve their communities and generated ideas on how to implement these programs within their own agencies.

Welcome to the New 2001 IAJVS Officers



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|-----------------------------|---------------------------------|
| President: | Vivian Seigel (LA) |
| Vice President: | Gail Magaliff (NY) |
| Secretary/Treasurer: | Peter Bloch (Cincinnati) |

We are looking forward to working with you!

IAJVS participates in National Focus Group on Faith-Based Initiatives

In April, IAJVS participated in a national focus group on faith-based initiatives, convened by the Corporation for National Service in Washington, D.C. Participants from approximately twenty organizations, including groups who have worked with national service programs and those who have never received funding, were invited to enter into a two day dialogue. The meeting was focused on ways to expand opportunities for faith-based and community groups to participate in the Corporation's programs (e.g., AmeriCorps and Learn and Serve), identify obstacles to participation, and recommend strategies, actions, or changes to the Corporation. Invited participants represented such diverse groups as the Latino Pastoral Action Committee, Lutheran Social Services, small church congregations, and the Hopi Tribe. IAJVS was the only organization there to represent the Jewish Community.

Jewish Vocational Service San Francisco among First Recipients of Awards for Excellence in Workforce Development

On May 15, the 2001 Chase Manhattan Foundation Awards for Excellence in Workforce Development honored organizations from across the country that are helping low-income people obtain and retain quality jobs and move out of poverty. One of the top awards went to JVS San Francisco. The awards, ranging from \$2,500 to \$25,000, were presented at The Enterprise Foundation's 2nd Annual "Ready, Work, Grow" conference in New York City.

Funded by The Chase Manhattan Foundation, a part of the newly merged JPMorgan Chase, The Enterprise Foundation instituted this annual awards program in 2001 to honor organizations for outstanding job placement and retention services for hard-to-serve populations.

JVS San Francisco received the award for providing a comprehensive continuum of employment services that are linked to targeted business sectors. JVS is well known for its extensive employer contacts and job listings as well as its placement track record. Of the 344 clients placed in full-time jobs during the review period, 69 percent have retained their job for six months, and 78 percent have increased their wages, were promoted or are working in a higher-level job.

“JVS is pleased to be recognized for our innovative programs and partnerships with business and government to train people for high wage jobs in the technology based and competitive San Francisco economy,” said Executive Director Abby Snay. “We believe deeply in the dignity of work and its power to transform the lives of individuals, families and communities, and we build our programs at JVS on the core assumption that with the right skills and supports, almost everyone can find successful employment.”

Israel Elwyn and JEVS Philadelphia Participate in International Professional Exchange

This spring, two IAJVS affiliates—Israel Elwyn and JEVS Philadelphia—participated in an international exchange involving Israeli and American-Jewish rehabilitation professionals. Under a grant from the Samuel P. Mandell Fellowship, this program of the American Friends of Israel Elwyn allows for an exchange of professionals from Philadelphia and Israel on an annual basis. To initiate the exchange, JEVS hosted Sarah Sadovnik, Assistant Executive Director of Israel Elwyn and Pini Vugman, Director of the Department of Welfare for the City of Haifa for a three-day visit that included a series of meetings with Philadelphia’s Mental Health/Mental Retardation and Child Welfare officials and JEVS staff. Meetings were followed by in-depth tours of JEVS residential and day programs.

In mid-June, CEO Jay Spector and Dr. Jim Boyar, director of JEVS rehabilitation programs, traveled to Israel as part of the exchange. Their itinerary included visits to a variety of programs

administered by Israel Elwyn in Jerusalem, Haifa and Beer Sheva. This included programs that provide services for people with disabilities, such as vocational assessment, workshop services, bulk mailing, supported employment/job coaching, community living skills, day care and preschool education. In Haifa, Spector and Boyar had the opportunity to visit other agencies funded by the municipality's Division of Social and Welfare Services, including a drug and alcohol clinic, a psychiatric hospital, and an agency that works to further Jewish-Arab co-existence.

Spector and Boyar observed that both countries are committed to providing people with disabilities with programming that includes compensatory activities and encourages competitive employment in the community. Like the United States, they make every attempt to offer programming that is integrated and open to all religious, racial and ethnic groups. In addition, recent developments in Israel include the establishment of consumer and family groups that advocate for the rights of people with severe mental illness and for wheelchair access to public transportation.

However, the differences are clear.

“Fewer levels of government exist in Israel, with all social service funding coming from a partnership between the national government and the particular municipality,” said Boyar. “Providers in Israel are subject to far less regulation, site inspections and paperwork, resulting in more time spent with clients.”

According to Boyar, when a client is receiving job coaching, the employer is not required to pay minimum wage—a significant incentive for employers to make supportive employment slots available on their premises.

Another difference is that mental health services are more centralized than those in the United States. Deinstitutionalization is not a governmental priority, and the psychiatric hospitals directly administer all mental health services that occur in the community.

The exchange was a rich and rewarding experience for both agencies, something that

other members of the IAJVS network should investigate as they plan professional development.

Agency News



Special thanks to everyone who submitted information for this column. If you would like us to submit something about your agency in our next quarterly report, please send us your news!

JVS Detroit

JVS Detroit recently opened the Career Initiative Center (CIC) in Detroit. Funded by a three-year grant from the Department of Housing and Urban Development (HUD) and the City of Detroit, the CIC is a one-stop vocational center for homeless adult males to help them become self-sufficient.

The goal of the CIC is to maximize the independent functioning of homeless men, many of whom require specialized services for problems related to mental illness and substance abuse. Services include assessment of skills and barriers; medical and housing referrals; job skills training in culinary arts or janitorial services; case coordination; and placement and retention services. Individuals will also receive on-site mental health and substance abuse treatment. The CIC is expected to serve 250 individuals in its first year of operation. Working with JVS on the project are a number of Detroit-based human service organizations that will utilize a continuum of care model to administer the program.

Barbara Nurenberg, President and CEO of JVS Detroit, was recently named Executive of the Year by United Way Community Services of Southeastern Michigan and was also presented with a Nonprofit Leadership Award by the Harvard Business School Club of Detroit. The award is accompanied by a scholarship to provide full funding for Barbara to attend the Executive Education Program at Harvard where she will study strategic perspectives in nonprofit management.

JFS Gulf Coast

Gulf Coast Jewish Family Services has received grants awarded by local workforce boards to expand their welfare to work Noncustodial Parent Employment Program (NCEP) in four regions in Florida.

NCEP provides intensive job search and employment services to court-ordered noncustodial parents whose children are or have been on welfare. The program expansion includes a \$1 million grant in Tampa, substantial grants in Orlando and Sarasota, and a grant to double the size of the program in the Miami region. This program serves more than 1,700 noncustodial parents annually in all locations. The program has also received widespread regional publicity with two very favorable editorials promoting the program in the St. Petersburg Times.

Israel Elwyn

Marilyn Bellet, President of the Louis and Bessie Stein Foundation, based in Philadelphia, announced a \$650,000 grant to Israel Elwyn toward the construction of a new facility for its preschool program in Haifa. Ms. Bellet and her sister, Ruth Nathanson, awarded the grant following visits to Haifa. During their time in Haifa, they visited Israel Elwyn programs, examined the proposed site of the new center, and met with Municipal officials including Amram Mitzna, the Mayor of Haifa.

JVS Los Angeles

To proactively prevent unemployment and dependency on government support while nurturing future leaders, JVS Los Angeles is expanding its Youth Services division. "Our high schools are filled with young people who are not reaching their potential in the workplace," said JVS Executive Vice President/ CEO Vivian Seigel. "When students are given personalized attention and counseling about the working world, they learn lessons that will benefit them throughout their lives. They'll gain self-knowledge and self-confidence that will prepare

them for lifelong achievement and accomplishment.”

JVS’ expanded services, made possible by the financial support of several new grants, focus on people with disabilities, inner-city students, and young adults eager to plan a career and find a first job.

With a grant from the County of Los Angeles’ Community and Senior Services, JVS recently launched a program to help disadvantaged students at Culver City and Fairfax-area high schools. Many participants will not attend college after high school graduation, so JVS’ program prepares them to enter the workforce with job-interview workshops, resume assistance, and skills/interest assessments.

Thanks to a grant from the Rochelle F. and Newton D. Becker Foundation, JVS has expanded its Skills, Aptitudes, Guidance and Employment (SAGE) career-counseling program for Jewish students ages 16 to 25. The program now delivers year-round personalized advice on appropriate majors, internships and jobs, along with cutting-edge online aptitude and skill assessments.

Funded by IAJVS and in collaboration with nine other JVS organizations nationwide, JVS is also reaching out to young people with disabilities through an innovative program called YouthAbility. Run by professional JVS staff, YouthAbility matches young people with national service programs such as AmeriCorps and VISTA, where they can gain work experience that will be transferable to subsequent long-term work opportunities.

JVS’ new “Breakfast With the CEO” series offers a unique opportunity for young professionals to benefit from the wisdom and experience of Los Angeles’ top leaders. From executives’ private boardrooms, participants learn the inside story along the route to success, along with tips for reaching the top. And the opportunity for networking is boundless. More than 75 young adults participated in the inaugural series, which

featured breakfasts with Richard Foos, President of Rhino Entertainment; Rocky Delgadillo, L.A. City Attorney; and Andrea Van de Kamp, West Coast Chairman of Sotheby’s; and Entertainment Attorney Gary Stiffelman. The second series will begin in the autumn.

To provide career-related information and advice to the viewing public of Los Angeles, JVS introduced a cable TV series "CareerTalk" on Adelphia public access. CareerTalk’s debut program aired on Feb. 21, and subsequent programs will air monthly. The show will reach approximately 10,000 viewers on Adelphia and up to 100,000 when aired on other cable systems. Show host is JVS board member Joy Kravitz, who formerly worked for “People Are Talking” a daily talk show hosted by Maury Povich in Philadelphia.

In addition, JVS Los Angeles has also received the following grants:

- \$198,000 from the County of Los Angeles to develop and implement a unique program to train immigrants and refugees to work as Certified Nurses’ Assistants. This program is a joint effort with the Jewish Home for the Aged, which has agreed to hire the program’s successful graduates.
- \$13,000 from the Jewish Federation/Valley Alliance for JVS’ CoffeeWorks program to train people with disabilities to work in hospitality, customer service and food service. Through this grant, JVS clients with disabilities will operate a coffee cart at the West Valley Jewish Community Center in West Hills, gaining experience and confidence to maintain long-term employment.
- \$11,675 from the Jewish Federation/Valley Alliance to expand and upgrade the Community Computer Lab at the West Valley Jewish Community Center and provide computer classes and services in the San Fernando Valley through JVS’ licensed post-secondary computer school.

FEGS New York

In partnership with the government and three other organizations, FEGS has received a U.S. Department of Labor Rewarding Youth Achievement Grant to provide enriched summer mentoring, counseling, employment and college-bound experiences to high school youth. Close to \$1 million has been awarded for this collaboration of FEGS, the NYC Department of Employment, the City University of New York, and the East Harlem Youth Opportunity Area.

FEGS has also been awarded two research grants to study the effectiveness of its prevention and mental health treatment protocols with HIV/AIDS consumers. These new initiatives add to the Agency's extensive Family service programs for HIV/AIDS education, prevention, counseling, and employment assistance. FEGS Family Services, in collaboration with the Sid Jacobson JCC, is also embarking on a new initiative to provide special parenting and acculturation services to the Persian Jewish community.

The FEGS Louis and Harold Price Foundation Youth Violence Prevention Training Institute will present its first national Institute to showcase the nation's leading violence prevention programs. The FEGS Students Advocating Against Violence Initiative (SAAVI), operating in New York for almost 5 years, will be featured at the Price Institute.

FEGS celebrated the opening of its Waverly Residence in Medford, Long Island, home to a group of adults with severe physical and/or developmental disabilities. The partnership of the NYS Office of Mental Retardation and Developmental Disabilities, UJA Federation of NY Allied Trades Division, and LI Real Estate Division created an extraordinary environment and adds to FEGS' network of apartments and residences which each day are home to almost 1,000 people, including hundreds of formerly homeless persons recovering from mental illness.

JVS San Francisco

JVS San Francisco is collaborating with the Bar Association of San Francisco to offer LEAP (Legal Employment Action Program), a training program that places welfare recipients in positions in the legal field. This 18-week, comprehensive program provides remedial education, classroom and hands-on components, paid work experience, job placement, retention and career advancement services. LEAP has recruited over 30 law firms and legal departments of other businesses to provide internships and job placement for successful participants. These employers are provided with training in cultural competency, the needs of the participants making the transition to employment, and effective mentoring techniques. Program participants are paired with a mentor at the internship site to help them learn the ropes and become familiar with the workplace culture. Participants earn \$10.00 per hour during the work experience phase of the program, and earn between \$11.00 and \$16.00 per hour upon placement, in positions such as case clerks and legal assistants. The majority of participants are expected to graduate full-time employment at the firms in which they conducted their internship. The program is funded through CalWORKs with welfare-to-work funding; additional private sector support will be leveraged as well.

JCS of South Florida

For Holocaust survivors in Miami-Dade County, help is just one phone call away. By dialing a 24-hour a day, 7-day a week hotline, Holocaust survivors can get emergency help and many other services provided by Jewish Community Services of South Florida, Inc.

JCS's program for Holocaust survivor assistance, "Helping Survivors Survive," includes social services, personal counseling, home health care, emergency relief and completion of reparation application forms. When survivors call JCS, they can expect complete confidentiality, a free assessment of their situation and needs, and free case management services.

"For those who need it, we provide subsidized weekly home health care, emergency funds in crisis situations, food if appropriate, support

groups, advocacy, legal support and reparations assistance, including applications and completing documents that determine eligibility," said David Saltman, CEO of Jewish Community Services.

JCS employs a specially trained, professional staff of case managers and licensed counselors to serve Holocaust survivors. The agency also maintains a Holocaust Advisory Board that meets on a regular basis to discuss programmatic needs.

Survivor assistance services are funded by the Greater Miami Jewish Federation, the Conference on Jewish Material Claims Against Germany, Inc., and through individual contributions. Funding is used to pay for direct services.

According to Saltman, while Holocaust survivors face the same challenges as many elderly people today, their problems are sometimes heightened by their earlier traumas. "Survivors are very proud, and often delay asking for help, in many instances compromising their health, finances and ability to cope," Saltman said. "And like other older people, they have to deal with the rising costs of medication and health care and inadequate health benefits.

IAJVS Staff on the Move, Part I: Grants Updates

YouthAbility, the network's newest collaboration to recruit youth with disabilities into national and community service, is quickly getting up to speed. IAJVS staff attended a Corporation for National Service-sponsored training session in April and returned to Philadelphia to share the information with all ten participating agencies. The sites are gearing up by hiring recruiters and identifying potential partners and recruits.

RETAIN, the national welfare-to-work program, has received approval to extend its services through September 30, 2001. This three-month extension will allow the six participating agencies to provide additional retention and post-employment services to the more than 600 clients participating in the program.

DEI, the disAbility Employment Initiative through which 5 communities provide computer training to individuals with disabilities, continues

to provide essential services to its clients. During the first 2 and ½ years of this three-year program, more than 150 clients have been placed in employment following this training.

IAJVS Staff on the Move, Part II: Conferences and Site Visits

This is the best part about my job – visiting member agencies across North America. I had the pleasure of meeting staff and board members at JVS Montreal and JFCS/JVS Minneapolis while touring administrative and program sites in each city. As I see the diversity and reach of programs, and have the opportunity to meet dedicated staff and committed board members, I always come away with the same conclusion - We are so good!!!!

IAJVS staff continues to attend conferences and seminars to promote the JVS network. In May, we attended the Enterprise Foundation's "Ready, Work, Grow" conference in New York City and were thrilled to witness Abby Snay receive an award from Chase Manhattan on behalf of JVS San Francisco. In June, we participated in the National Conference on Community Volunteering and National Service in Minneapolis, MN to promote the YouthAbility program and identify new, potential partners.

SAVE THE DATE:



✓ IAJVS Board of Directors Meeting

**Executive Forum
December 1st and 2nd, 2001
Eden Rock Hotel
Miami Beach, Florida**

*Registration materials will be
mailed in September*

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We welcome your comments and suggestions.