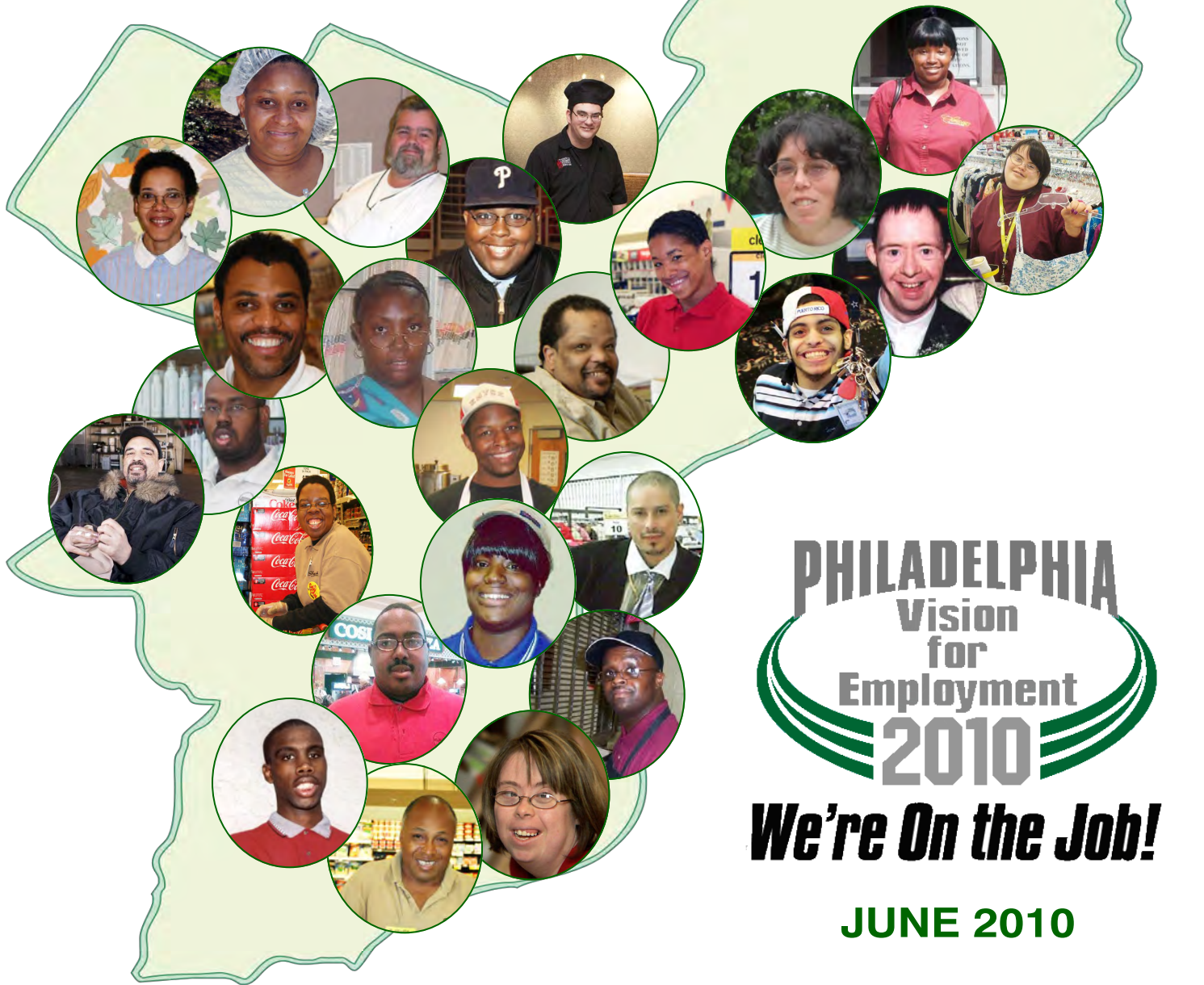


# VISION FOR EMPLOYMENT 2010 SUCCESS BOOKLET ANTHOLOGY

A Comprehensive Look at the Experiences  
and Accomplishments of the  
Vision for Employment 2010 Initiative

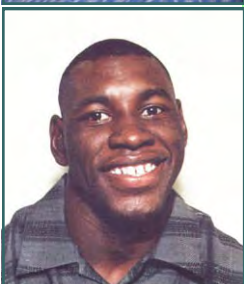


**PHILADELPHIA**  
Vision  
for  
Employment  
**2010**

***We're On the Job!***

**JUNE 2010**

*Employment is the great equalizer. When people are employed, earning money, working side-by-side with others, many of the issues that separate people simply go away.*



## Providers of Employment Support Services

- AHEDD
- Barber Resources\*
- BARC\*
- Brian's House\*
- CATCH
- COMHAR
- Community Integrated Services
- Catholic Human Services\*
- Elwyn
- Horizon House
- Interac
- JEVS
- KenCCID\*
- KenCrest
- Mentor\*
- NHS
- PATH
- PDDC
- PEP
- Salvation Army\*
- SPIN
- St. John's Community Services
- TAIG
- UCP of Phila
- Warren E. Smith Centers



***We're On the Job!***

*Today, more than ever, MRS ,the PA Office of Developmental Programs, and Providers of Employment Supports are focused on ways to "Make Employment Happen."*

*The time is now to achieve our goals.*

Community Integrated Employment (CIE) service providers support people to find and retain jobs of their choosing that pay minimum wage or the prevailing wage for the job.

\* Residential providers providing employment supports.

**The goal of Vision for Employment 2010  
is to increase the number of people employed in the community  
and for everyone we support to have the opportunity for employment.**

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*Creating a Culture of  
Employment*

What is a ‘culture of employment’?  
It is a belief that people with  
disabilities belong in the workforce  
earning a living, and a commitment  
to employment outcomes and the  
resources to “Make Employment  
Happen.”

Realizing employment for everyone  
and creating a “culture of  
employment” requires collaboration  
and partnership. Stakeholders are  
committed to the concept of  
employment as a critical aspect of  
an everyday life in the community.



Vision for Employment 2010 is an initiative of Mental Retardation Services (MRS) and Networks for Training and Development, Inc. Funding is provided by the PA Office of Developmental Programs (ODP) through the City of Philadelphia, Department of Behavioral Health and Mental Retardation Services (DBH/MRS).

## **A Message from Kathy L. Sykes, Director, Philadelphia MRS**

Welcome to the Philadelphia Vision for Employment 2010 Success Booklet Anthology. This jam-packed and exciting booklet features more than 150 individuals who are realizing their dream of successful employment in the community! The pictures and stories clearly illustrate just how important it is to so many people to be “On the Job,” and how the support of our Community Integrated Employment (CIE) providers helps assure their ongoing success. This year’s booklet also includes a look at the experiences and accomplishments of the Vision for Employment initiative during the four years leading up to 2010.

Every day, more and more individuals want to work than ever before. They want to earn money. They want to make friends “On the Job.” They want to increase their community connections, independence, and self-esteem. Every day, people are overcoming barriers to realize their dreams. Transitioning from a workshop to community employment. Finding their dream job. Transitioning from school-to-work and to adult life. This booklet includes their stories! I invite you to share these employment success stories with the people in your life, and share the Vision for Employment by being an Employment Ambassador. Share the message about the power and benefits of community employment for all! Next year, let’s hear more people say, “I’m On the Job!”

What an eventful year it has been, as the focus on ‘Making Employment Happen’ continues! Through its Graduates Initiative, the Commonwealth continued its commitment to supporting young people leaving school to enroll in the Waiver. The ISP process encourages employment for all. The focus on Transition continues, and together with the School District, we continue to make progress in supporting young adults to enter the world of work. Now in its fifth year, the Transition Planning Project has grown every year, and since its inception has supported over fifty individuals and their teams to identify a direction for transition activities leading to employment, and raising everyone’s expectations, hopes and dreams for

a desirable future! We are pleased to partner with The Arc of Philadelphia and the School District in the year ahead to implement a Walmart Foundation grant focusing on transition-age students.

This year’s Employment Supports Symposium, “Moving Employment Forward: Building Employer Relationships,” is the second statewide PA Employment Conference for People with Disabilities, emphasizing partnerships and furthering the strategic Vision for Employment in PA. And, as the title suggests, we continue to reach out to employers to share the message that employing individuals we support makes good business sense.

Even as we acknowledge tough times for our nation’s economy, CIE providers continue to do an excellent job of supporting people to find and keep jobs of their choosing in the community. As we all work through the administrative changes in our service system, CIE providers are working hard to manage their resources and fulfill their mission.

All of our efforts to create a ‘culture of employment’ in Philadelphia require collaboration among all stakeholders and a commitment to the belief that everyone belongs in the community workforce. Creating this ‘culture of employment’ requires a commitment to realizing positive employment outcomes and the resources to ‘Make Employment Happen.’

I thank all of you for your commitment to the Vision for Employment 2010 over the last four years. I also recognize that there is more work to be done. As we approach June 30, 2010, I encourage each of you to look at the key outcomes in our PATH for 2010. See what has been accomplished. See the work that remains to be done. MRS and PA ODP are committed to increasing the number of people with intellectual disabilities employed in the community and for everyone we support to have the opportunity for employment. We would like to see Pennsylvania truly embrace “Employment First” for all adults! I invite you to think about how you will contribute to the next phase of our Vision for Employment.









## **Remembering Dr. Michael McAllister**

Co-Chair, Vision for Employment 2010

Throughout his professional life, Michael McAllister was a tireless advocate. Starting with his work as a case manager moving individuals into the community as part of the Pennhurst court order, and as Executive Director of Networks for Training and Development, Mike was dedicated to creating a ‘culture of employment,’ culminating in his efforts to help create and implement Philadelphia’s Vision for Employment 2010. His passionate belief that employment in the community is for everyone, and that employment is an integral pathway to social inclusion, fueled his non-stop efforts to bring “employment for all” to our city, state and nation. Sadly, Mike passed away on October 7, 2009. Although mourning a huge loss, individuals he supported, his family, friends, co-workers and colleagues honor his memory by pursuing the dream to realize positive employment outcomes.

When considering the difficult but essential work of making an impact on service systems, working to create shifts in policy and practice to recognize the importance of employment, the tasks seem insurmountable. Yet, with a thorough understanding of the issues, and thoughtful approaches, Michael’s efforts yielded incremental systems change.

Through the Vision for Employment, Mike was instrumental in creating partnerships essential to realizing change and progress, including working with supports coordinators to realize the power of employment and giving them tools to make it happen; working with school systems to realize common goals and improve collaboration on transition efforts; communicating both one-on-one and systemically with individuals and families to overcome fears and misconceptions; and working with service providers to collect and analyze data to chart progress and guide future plans. Philadelphia’s Vision for Employment is a model that can be applied nationally, and in fact, helped to fuel the direction of Pennsylvania’s PATH to Employment.



***“It’s the right thing to do.”***

***- Michael McAllister, Ph.D.***

Efforts to challenge the status quo always involve risk. Individuals and families confront risk when choosing employment – leaving the “safety” of a workshop. Service providers must address new financial management practices in uncertain economic times; the risks associated with phasing-out workshops and going “all in” for supported community employment could affect their very existence. When stakeholders are rightfully concerned about their future, when the individual and systems change we strive for is dependent upon countless individuals and organizations making a personal choice to change, who stands up to make the case for the power of employment? Who leads and carries the momentum forward to make employment happen?

Michael McAllister dedicated his life to ‘Making Employment Happen’ and truly was an agent for change. The work and energy of Philadelphia’s Vision for Employment is not the result of a court order demanding that employment become our focus. Understanding all the benefits that accrue to people who are employed, and collaborating with others to spread the message that all can contribute, is as Mike said, “It’s just the right thing to do.” Indeed, Michael McAllister did the right things to move employment forward.





## **Networks Employment Supports Symposium**

Since 1996, Networks for Training and Development has coordinated and hosted eleven Employment Supports Symposiums, sponsored primarily by the Philadelphia Department of Behavioral Health and Mental Retardation Services. Throughout the Symposium, participants come together to learn cutting edge strategies from national and local employment experts, and share and explore innovative practices. The Symposium also celebrates the work and accomplishments of many stakeholders who strive to support community employment for all Pennsylvanians. All attendees are re-energized and renew their commitment to ‘Make Employment Happen.’

Over the years, the Symposium has grown, and in 2009 evolved into a statewide and cross-disability conference, with nearly 500 attendees. At the 2009 Symposium, a statewide planning process was initiated, signaling the ongoing commitment by the Commonwealth to support meaningful employment outcomes for all Pennsylvanians with disabilities. And, more than ever, reaching out to area employers, sharing the message of how hiring individuals we support is good for business, is an important part of the Symposium. Noteworthy traditions of the Symposium include the Employer Awards Luncheon, which recognizes exemplary employers for their outstanding support of an individual to be “On the Job”, and the Octavia Green Dream Job Award, acknowledging individuals who are employed in the job of their dreams.

The Employment Supports Symposium has been the perfect place to hear from national and local presenters and explore strategies, best practices, and initiatives that enhance employment outcomes, and “Build Employer Relationships.” It has also been the perfect opportunity to showcase the accomplishments of Philadelphia’s Vision for Employment, and the successes of CIE providers.

## **PA Statewide Strategic Plan for Employment**

At the 2009 PA Employment Conference, 70 stakeholders from across the Commonwealth initiated the PA Vision for Employment using the PATH strategic planning process, facilitated by Rosa and Michael McAllister of Networks for Training and Development. A 29-member Steering Committee was formed to provide guidance for the planning process and keep the statewide plan on-track. To solicit state-wide input, eight regional focus group meetings were held. The purpose of the focus groups was to provide inclusive opportunities for people across the state to share their input and ideas regarding employment issues. Major themes from the focus groups included: Policies need to reflect an expectation of employment for all; All who want to work should have the opportunity for meaningful jobs that match their interests and provide a living wage; Funding needs to be outcome-based; Employers need education to dispel myths; Promote collaboration with a cross-disability focus; Schools need to focus on abilities, create and act on transition plans, and promote employment and higher education for all; and We need to stop funding placements where people do nothing. These and other themes will provide direction to the Steering Committee and stakeholders as they plan and act on employment for all Pennsylvanians.





***We're On the Job!***

## **COMMITMENT TO EMPLOYMENT**

MRS is committed to supporting successful employment outcomes for all and since 2006 has developed and implemented Philadelphia's Vision for Employment 2010. The goal of Vision for Employment 2010 is to increase the number of people employed in the community, and for everyone we serve to consider employment. Supports Coordinators discuss and promote employment with individuals and families as part of the individual planning process.

We work closely with 18 providers of community employment support services, sharing their commitment to employment and to increasing the number of young adults joining the workforce. Employment is a primary initiative for the Commonwealth of PA Office of Developmental Programs, and we are fortunate that, over the last few years, ODP has allocated funds to provide services to eligible students leaving school. We are hopeful this will continue in future years.

A key focus is on serving transition-age students and supporting them to achieve successful employment outcomes in the community. As the Administrative Entity that administers the PA service system in Philadelphia, MRS promotes and supports employment. Through our ongoing partnerships and collaboration with stakeholders, a "culture of employment" is building in Philadelphia.

When discussing an everyday life and a "quality" life, for many people having a job is an essential part of the life they want. This fact is something almost any person can relate to. "I like to cash my check!" is the statement most often heard from people who share their employment success story. However, their stories share so much more. Independence. Success. Inclusion. Personal Satisfaction. Growth. Challenges overcome. Friendship. Being part of a team. And, of course, earning money!

Community Integrated Employment (CIE) providers,

residential providers, supports coordinators, families, child-serving systems, the Commonwealth and MRS, employers, and other stakeholders all have a role to play in supporting people to realize successful employment. Working in collaboration, creating a "culture of employment," and committing to the belief that everyone belongs in the workforce earning a living, is essential to "Making Employment Happen." Let's all be Employment Ambassadors, and Share the Vision for Employment!

"Employment is the great equalizer. When people are employed, earning money, working side-by-side with others, many of the issues that separate people simply go away." Clearly, jobs and career planning for the people we represent is one of the important ways of achieving a better and richer society. And, for our youth, we must instill the expectation that they will join the workforce when they leave school, and enter the adult world.

The late Michael McAllister, Ph.D., a driving force behind the creation of Philadelphia's Vision for Employment 2010 and Co-Chair of its Steering Committee, said it best: "It's the right thing to do. The work and energy of the Vision for Employment 2010 is not the result of an outside system, or a court order demanding that employment be our focus. Rather, understanding all the benefits that accrue to people who are employed in the community and collaborating with others to spread the message that work is good, and all can contribute, is just the right thing to do."

We'll continue to share employment success stories, each one not only marking the success of an individual, but also reaffirming and validating the commitment to a culture of employment for all, and the goals of the Vision for Employment.



**Employment provides excellent opportunities for satisfaction, skills, friendship, and status. Experience has shown us that one of the most important ways for people to find their place in society is to earn a wage and do the things we all consider to be meaningful in our lives.**

Six times a year, MRS produces the Family Forum, which is sent to everyone receiving services and many other interested parties. Each issue includes “news you can use.” Over the last four years, each Family Forum has featured the Employment Success stories of those who are “On the Job,” earning money, making friends and community connections, and enjoying independence, dignity and status as working citizens of Philadelphia. Looking ahead, Family Forum will continue to share the Vision for Employment and the power and benefits of employment for all.

## **MRS Quality Management Plan Keeps Focus on Employment**

In its role as an Administrative Entity (AE), MRS is required to develop and implement a Quality Management Plan. One important objective of the MRS QM Plan is to create an environment that promotes employment opportunities for individuals based on their strengths, interests and abilities. Philadelphia’s Vision for Employment 2010 initiative is designed to help accomplish this objective. Through its Steering Committee and associated Work Groups, Vision for Employment 2010 will continue to promote employment as the service of choice for all individuals served. Other key aspects of the MRS QM Plan include assuring that all ISPs include information relative to employment; continuing to collect and share data on all providers who offer community based employment and non-community based employment programs; and increasing the number of individuals who obtain jobs in the community.

Volume 19, Issue 7  
January/February 2008

Parents Advocates Religious Leaders Teachers Neighbors Everyone Resources Services Helping Individuals Professionals

# The Family Forum

## Partnership

### Who's On the Job? We're On the Job!

PHILADELPHIA Vision for Employment 2010

One person at a time. One story at a time. This is how employment success is measured. Every day people are realizing their own personal employment successes. Securing their dream job. Transitioning from a workshop. Transitioning from school to work. Becoming an entrepreneur. Earning money. Being supported to have success "On the Job." Using their skills and talents. Learning to travel to and from work. Earning money. Contributing to their community. Developing relationships. Making friends. Being part of a team. Increasing self-esteem. Making community connections. Developing natural supports. And, that all-important function - earning money!

Some individual employment success stories are included in this issue of Family Forum. There are so many reasons why, for most people, having a job is an essential part of living an everyday life. Although there are specific roles some of us have (individuals, families, employers, providers of employment supports, supports coordinators), what kinds of things can each of us do to spread the word about the power and benefits of employment in the community? Think about it - how can each of us be "Employment Ambassadors," from supporting people to consider employment, educating employers about people we serve, asking about job opportunities, and so much more. There are so many ways to support community employment for all, and to "Make Employment Happen!" As part of Vision for Employment 2010, we're compiling a list of 2,010 ways to be an Employment Ambassador! Starting with this issue of Family Forum, we'll be sharing some ways to do so. Also, be sure to check out [www.philabonthejob.org](http://www.philabonthejob.org) for an up-to-date list and Employment Ambassador daily features. What are your ideas? What else can people do to be Employment Ambassadors? What can you do? Send your ideas - let us count the ways!

What's this card? What's it for? How can you get some of these? See Page 5!

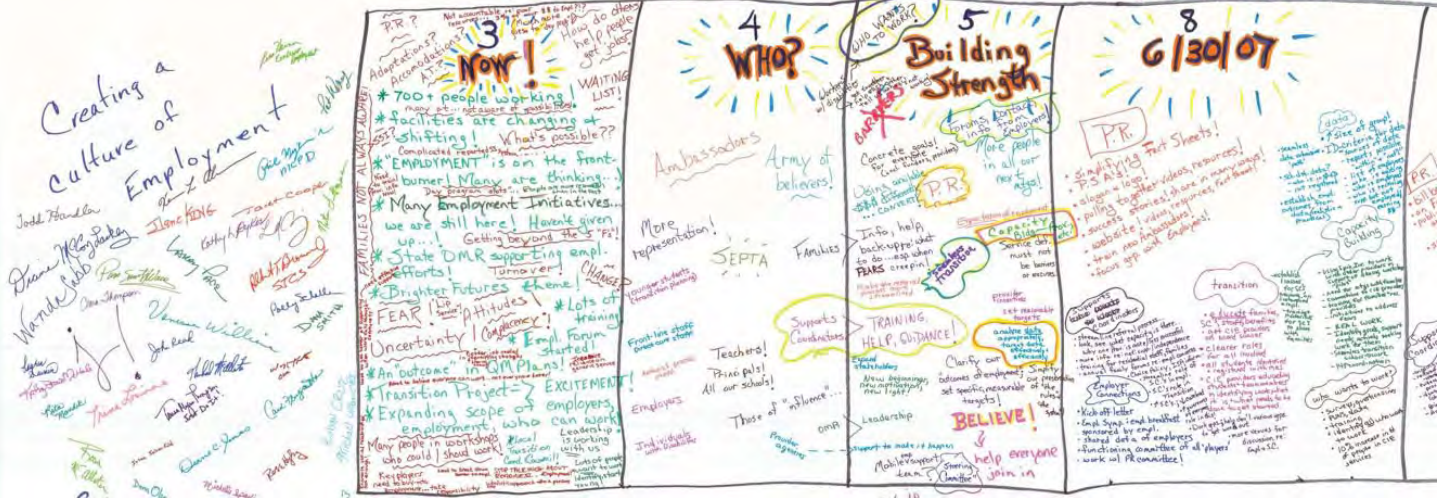
**EMPLOYMENT AMBASSADOR**  
PHILADELPHIA Vision for Employment 2010  
We're On the Job!  
[www.philabonthejob.org](http://www.philabonthejob.org)

Let me tell you more about how YOU can become involved!  
My name: \_\_\_\_\_  
My contact info: \_\_\_\_\_  
My e-mail: \_\_\_\_\_

**THE FAMILY FORUM**

**We're On the Job!**

**PHILA. VISION FOR EMPLOYM**



**A snapshot of the PATH — Planning Alternative Tomorrows with Hope — that guides the Vision for Employment 2010**

Rallying to the belief and expectation that people with intellectual disabilities can and do contribute to their communities as valued employees, close to 100 local stakeholders gathered on September 8, 2006 to forge together Philadelphia's Vision for Employment 2010. Utilizing a creative strategic planning process known as a PATH (Planning Alternative Tomorrows with Hope), the group, comprised of individuals with intellectual disabilities, family members, supports coordinators, service providers, school district personnel, MRS staff and others reviewed the current status of employment in Philadelphia and planned for even greater and bolder steps going forward.

With the goal of increasing the number of individuals who are employed in the community, those convened discussed both their belief in the dignity of employment, and the many skills individuals bring to the community

*The Employment Ambassador Card Don't Leave Home Without It!*

**EMPLOYMENT AMBASSADOR**



**We're On the Job!**

www.philaonthejob.org

**Let me tell you more about how YOU can become involved!**

My name: \_\_\_\_\_

My contact info: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

You, too, can be an Employment Ambassador. Carry these cards with you and give 'em to friends, employers at neighborhood stores where you shop, at civic group meetings, places of worship ... the opportunities are endless. Get the conversation going about jobs and win-win success stories! To get a supply of Employment Ambassador cards, see contact information.



# We're On the Job!



workplace, and the City's economic vitality. By the close of the planning forum, participants committed their ideas and work to the Vision for Employment, and agreed that by the year 2010 the goals of jobs and career opportunities would be met! And, from this, Philadelphia would emerge as a nationally known leader in employment of people with intellectual disabilities.

The PATH, all 45 square feet, is on permanent display in the main conference room at MRS, always on duty to proclaim the power and benefits of employment in the community, and to share the Vision for Employment with all who come to MRS. The PATH embodies a system-wide commitment to Make Employment Happen for individuals we serve.

"Employment is the great equalizer," said Kathy L. Sykes, Director of Philadelphia MRS. "When people are employed, earning money, working side-by-side with others, many of the issues that separate people simply go away. As we think about ways to improve ourselves and our society, jobs and career planning for the people we represent is one of the important ways of achieving a better and richer society."

## **How many ways can you think of to be an Employment Ambassador? We'll start you off with a few here!**

- |  |  |  |
|--|--|--|
| Ask about jobs when visiting businesses                                | Spread the Vision to community groups                              | Let employers know how to get motivated, reliable, trained workers                           |
| Join the Chamber of Commerce or your local business association.       | Patronize stores and businesses that hire people with disabilities | Ask employers to share a success story   |
| Be a mentor in the Transition Planning Project                         | Post 2010 news on blogs  | Refer an employer to a CIE provider  |
| Frequent the establishments of participating employers; let them know! | Include info about what job coaches do on business cards           | Add link to <a href="http://www.philaonthejob.org">www.philaonthejob.org</a> to your website |
| Promote the viewing of the "One City, One City" video.                 |  |  |



## ***The Employment Imperative***

*By Michael Callahan, Marc Gold & Associates/Employment for All*

A refutation of the belief that people cannot or need not work because of disability, extending the Community Imperative of 1979

*In the domain of Human Rights:*

All people have fundamental moral and constitutional rights. These rights must not be abrogated merely because a person has a significant disability. Among these fundamental rights is the right to earn a living in the community.

*In the domain of employment and business ownership:*

All people benefit from the relationships available at the workplace.

All people benefit from self-sufficiency.

All people have strengths to contribute.

All people need meaningful life routines.

All people need to control the resources necessary for life.

All people have unique needs that can be supported in the community.

All people have interests that provide motivation for employment.

Fully participating citizens benefit from being employed.

Such conditions are optimally provided through employment in the community.

*Therefore:*

In fulfillment of fundamental human rights and in securing optimal self-sufficiency, personal satisfaction and means of making a contribution, all people, regardless of the significance of their disability, should be employed in the community.



*For many people, having a job in the community is a way to achieve their dreams of success, respect, and control. It is an important part of their self-identity and value in society.*

# ***We're On the Job!***



For nearly three years, Jillian Hinkle has been an important part of the Northtec team at their Trevoise location. Supported by CIS, Jillian assists with packing cosmetics. Jillian’s co-workers have learned to communicate with her via basic sign language, as well as text messaging utilizing Jillian’s “sidekick device.” Jillian has become so proficient at her job that she is often asked to work extra shifts.



***Jason Allie has been employed as a Lobby Attendant at Delancey Bagels for five years. Supported by KenCrest, Jason says, speaking of the owner Trish McFillin, “They are happy when I come to work and that makes me feel good!”***

***MRS funding kicked in to support Chaz Elliot On the Job at a Shop Rite after his initial OVR funding ended. Supported by PDDC, Chaz has been working for a year and his co-workers say he is the first to volunteer for overtime hours. Chaz bags and re-stocks food items, but says his favorite task is gathering the shopping carts because he gets to be outside in the fresh air.***



Carlotta Boker recently celebrated her 16th anniversary of employment success as an Office Assistant at Brintnall and Nicolini. Over the years, CIS and Carlota’s co-workers helped Carlota match her abilities to her tasks to enable her to succeed On the Job.

***Every day, people are realizing their dream of employment success!***

## ***We're On the Job!***



Michael Jackson's "Welcome to Wal-Mart," resonates through the store hundreds of times a day. Supported by CIS, Michael tried food prep and a few other jobs before finding his "dream job" at Wal-Mart.

*Individuals benefit greatly from earning a paycheck and from the social opportunities of having a job.*

***I enjoy my job. I like to spend my money on trips and DVDs.***

"Fifty-two years ago," says Shirley Rosenberg, "I gave birth to my second son, Bob, who was diagnosed with Cerebral Palsy. My husband Sid and I were told he probably never would walk or talk. But Bob fooled them all! Indeed, Bob does walk and talk, and he now lives independently in an apartment with a friend he has known for forty-five years and is very happy, supported by KenCCID. He also has worked part time for T.J. Maxx for the last nineteen years. "I enjoy my job. I like to spend my money on trips and DVDs," says Bob.



Pam Hill, who is supported by Catholic Human Services in the Lifesharing program, has been employed at Home Depot for more than a decade, performing many different duties. Supported on-the-job by CIS, Pam's longevity at Home Depot is due in part to the natural supports she has developed with her co-workers and her supervisor, Andy, who has not been intimidated by Pam's challenges with verbal communications. She has earned several pay increases and has received an employee award. Pam fully participates in all the social aspects of being an employee, including company picnics, job fairs, and training seminars.

***Pam is doing such a good job, she was the subject of a newspaper article.***



## ***We're On the Job!***

“I have been happily employed by Pathmark for the past ten years,” says Charles Potere. “I strive to be one of the best Pathmark associates that I can be.” Charles enjoys the natural supports offered by his coworkers and on-the-job support from Barber National Institute.

***On his tenth anniversary, Pathmark recognized Charles' outstanding work for being a team player and an all-around flexible Pathmark associate.***



Evander Crumbs, supported by Elwyn, always was a good worker who could hold a job with minimal supports. After a severe injury, it was uncertain that he would walk again, but Evander persevered. He has been back at work as a custodian for the last four years. Evander knows his job well, and everyone knows him!

Photo: Ron Davidoff

***Evander overcame a severe injury and got himself back On the Job!***



### ***SHARE YOUR EMPLOYMENT SUCCESS STORY!***

*If stories come to you, care for them. And learn to give them away when they are needed. Sometimes a person needs a story more than food to stay alive. That is why we put these stories in each other's memory. — Barry Lopez in Crown and Weasel*

Share your employment success story! Everyday, more and more people are realizing their dream of having a job in the community. Is it you or someone you know? We want you to tell your inspiring story to others! We know there are lots of great employment stories out there – and we want 'em all! Share the energy, the power, and benefits of working in the community! Send your story to [jeffrey.orlin@phila.gov](mailto:jeffrey.orlin@phila.gov), or mail to the address on the back cover. Be sure to include a photo if you have one.

## ***We're On the Job!***



David Johnson's love for his job is apparent to anyone who knows him. He happily takes three buses to get to his job at a local Shoprite supermarket and has had nearly perfect attendance since he started in May 2008. David is supported by PDDC Employment Partners. His position varies from day-to-day and can include everything from bagging, re-shelving merchandise, and helping customers with their bags.

***David says that he enjoys all of his duties, but he says his favorite is bagging because, "You get to help people."***

It's all  
about  
community!



***Melissa Black (right, with Giant Manager) has performed her job at Giant in her quiet efficient way. Supported by SPIN, Melissa was hired in January of 2006.***



Supported by Barber National Institute, Raena Williams works in the janitorial department there. She was awarded "Employee of the Month" in February 2008. Recipients of this award are nominated and voted upon, and Raena was delighted and proud to earn her award. She shared her achievement with her family, and they were very proud of their daughter. Since then, Raena has added more hours and responsibilities to her job.

***Hakeem is routinely called in to work more than his regularly scheduled forty hours!***

With five years of service under his belt, Hakeem Barmont was promoted to the position of Assistant Supervisor. Recently honored as "Employee of the Quarter," he is an integral part of the Exton Mall custodial team. Hakeem saved his money and purchased a laptop computer, plasma TV, and recently vacationed in Puerto Rico. He is supported by Brian's House.





## ***We're On the Job!***



***Charlene Hawkins started working at Popeye's over a year ago. She is supported by CATCH. "My goal," says Charlene, "is to live independently and work full-time."***

*I have found that people, once they've left the workshop setting for a job in the community, don't want to return to the workshop. They soon realize the social and financial benefits and the sense of fulfillment of having a job in the community.*



Over the past three years, Colleen Daly has been a valued employee at Target. Supported by SPIN, she eagerly clocks-in to work each day and enjoys her job and her great co-workers.



When Anna Hoang was supported by CATCH, she was a quiet young lady, who barely responded to anyone. When Anna found a job at Shop Rite in the bakery, she blossomed as an employee and as a young lady. After four years, Anna can show anyone how to do her job and probably part of someone else's job, as well.



***"I love to come to work and help the children," says Tara Lewis. She has been working as a Food Service Worker at the Pennypacker School since 1997 and is supported by KenCrest Services.***



## ***We're On the Job!***

***Eric Horn's friendly greeting to the customers has enhanced Genuardi's customer service for more than four years. Eric, who is supported by SPIN, always goes to work with a positive attitude and a smile.***



Jim Gemmell has been employed at the Flyers Skate Zone for five years. Using a communication device, he has developed his potential in many ways. Jim wants to marry his longtime girlfriend and buy a duplex in Northeast Philly. Jim, who is supported by Networks for Training and Development, says working makes him feel good.

With Jim in this photo is Joe Murphy from Networks at the 2008 Employment Symposium.

***Jim started using his communication device in the first grade.***

***Kim Fisher has been a sales associate at Salvation Army for nearly a year. Kim is supported by Barber National Institute. Kim's co-workers and supervisor agree she is a hard worker and is always willing to help out where she is needed.***



## ***We're On the Job!***

*We need to close the information gap to help individuals and families choose employment in the community ... to help them understand that many barriers and disincentives of the past no longer exist.*

***ACME certainly appreciates David Thompson. He keeps the parking lot clear of wayward carts. Rain or shine, David is dedicated to doing a good job. He is supported by SPIN.***

Louisa Accardo used to be in a workshop, but always said she wanted a job so she could be independent. Finding a job for Louisa was never a problem, but then she missed the friends she made at Elwyn. With the help of her Elwyn job coach, Louisa was supported to broaden her natural supports and relationships with her coworkers. This has worked beautifully.

Photo: Ron Davidoff

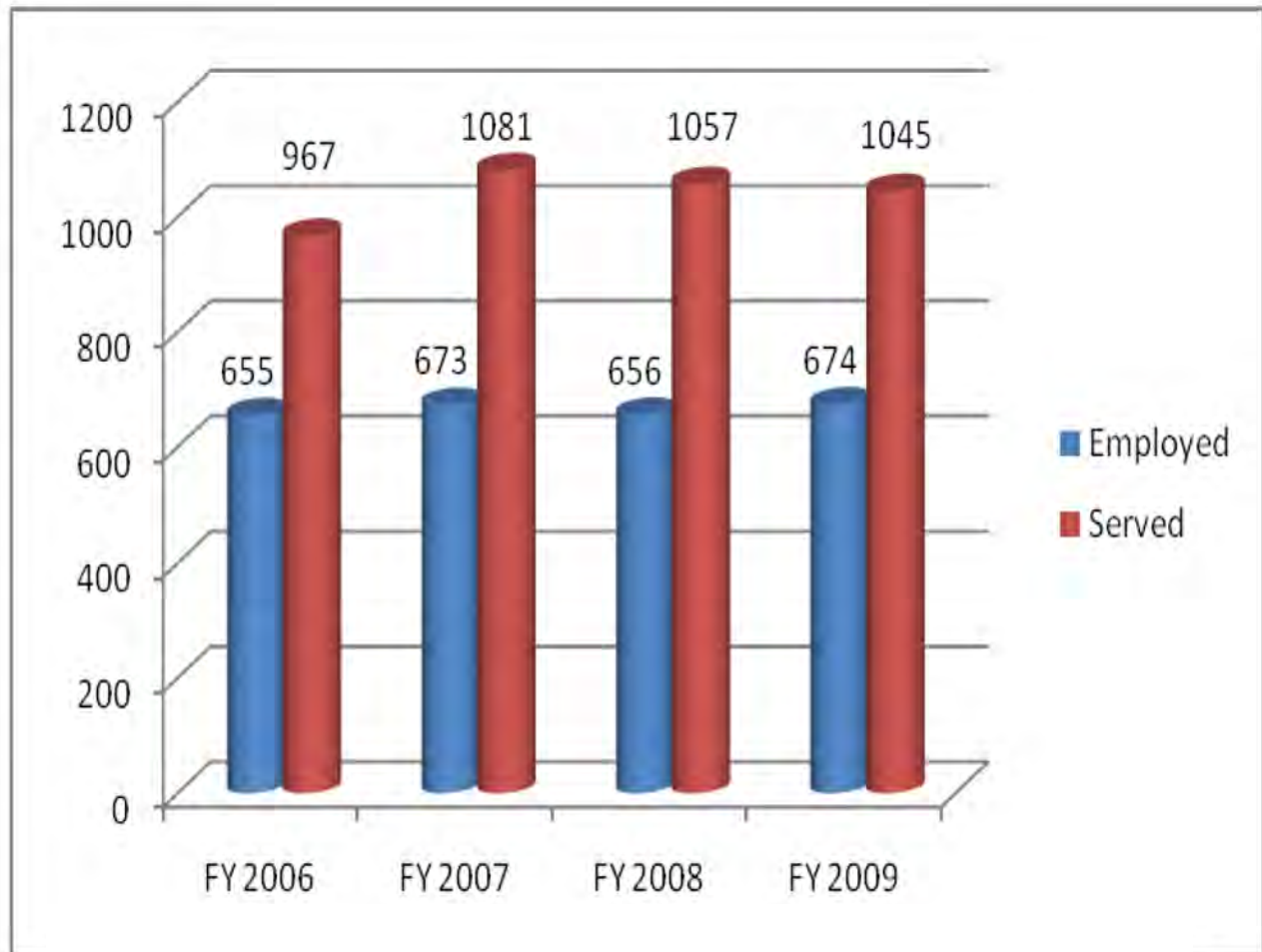
***Louisa has been happily employed for the last six years, and she hasn't looked back!***



Michele Welch, who at the time was supported by CATCH, started work at the Family Dollar Store in May, 2007. Michele's duties include facing shelves, return shop, and assisting customers. She was given the nickname "on the dot." Michele punches in on the dot, punches out on the dot, and takes her breaks on the dot. Michele is a loyal employee and an asset for the Family Dollar Store.

***Michelle had a lot on her plate, but she made work a priority.***

## ***Number of People Receiving Community Integrated Employment (CIE) Services: FY 2006—2009***



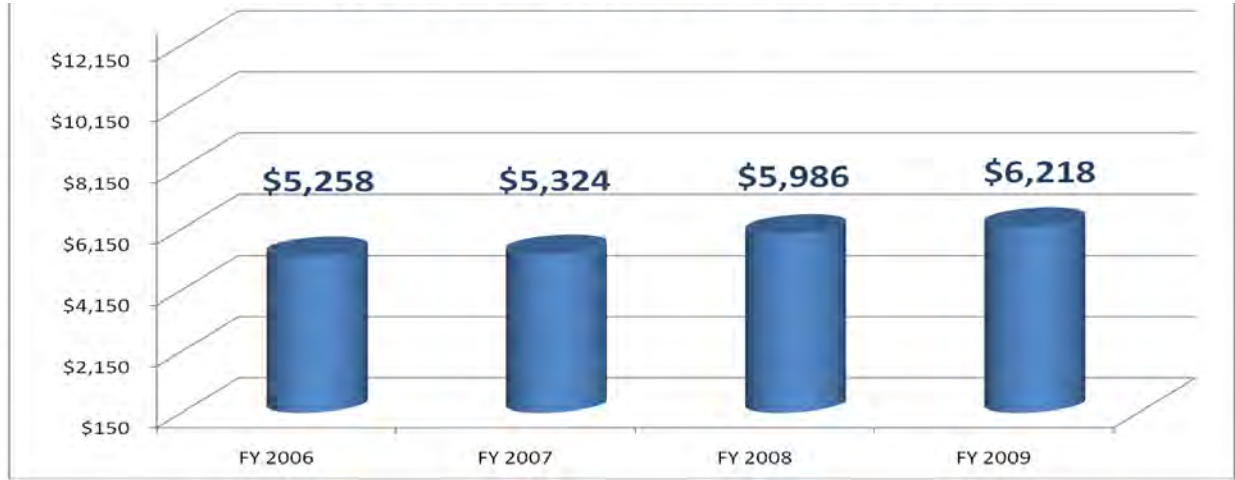
***674 individuals were employed  
in the community in FY 2009  
and earned a total of \$3,893,187.***

Data collection activities have been refined over the past several years to improve consistency and accuracy of individual data reporting. Future data collection activities will be accomplished through a web-based system enabling direct data entry by all supported employment providers.



***We're On the Job!***

**Community Integrated Employment:  
Fiscal Years 2006—2009 Average Wages Earned**



**FY 2006 RANGE**  
\$243 - \$12,000

**FY 2007 RANGE**  
\$180 - \$8816

**FY 2008 RANGE**  
\$401 - \$9134

**FY 2009 RANGE**  
\$29 - \$32,710



***We're On the Job!***

**PHILADELPHIA**  
**Vision**  
**for**  
**Employment**  
**2010**  
**We're On the Job!**

***We're On the Job!***



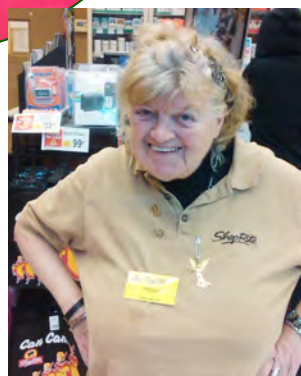
After working at fast food restaurants for seven years, Damion Daniels, who is supported by WES, joined Chimes ASO as an Environmental Specialist. On-the-Job for over five years, he is at the IRS branch.



***Employed as a janitor at Warren E. Smith since 1995, Andrew Coleman is an important and well-respected employee. Supported by WESWorks, he does a stellar job of keeping the building beautiful.***



***After Christopher Ray's graduation from high school in 2005, he sought employment support from JEVS Human Services. With his job coach's support, Chris has been successfully working at the Willow Grove Mall Food Court.***



Margaret "Peggy" Waters says, "My customers keep me going! They look for me to help them." Peggy has worked as a Customer Service Assistant at Brown's Shop Rite since 1998. Peggy shares her success on-the-job with Mr. Brown at Shop Rite, her KenCrest job coach, and her family and friends.



Supported by Horizon House, Leroy Hurley has been a valued employee at CVS for eight years. During that time, Leroy has developed friendly relationships with many of the customers. When Leroy took ill last year, his customers asked about him and many sent greeting cards and get-well wishes. When he returned to work, he was met by handshakes, hugs, and lots of smiles. Leroy appears in the One City, One Vision video.



## ***We're On the Job!***



Frank Orr has worked for the City of Philadelphia for 15 years as a Departmental Aide. He began his career with the Pennhurst Management Team, which combined with the City's Office of Mental Retardation to form MRS. Frank lived in Pennhurst from 1965 to 1976 and is a Pennhurst class member. A valued member of the MRS team, he is a shining example of a person who overcame many barriers to enjoy a full life in the community with family, friends, and co-workers.

***"You can live in the community. You can play in the community. But when you are employed, you are truly included in the life of your community."***



Amber Hill told her JEVS job developer she wanted to clean. Hired at a McDonald's inside a Wal-Mart, Amber was excited about her new position and independence. Her manager, Rob, has plans to promote Amber to new responsibilities that comes with a raise!



***Supported by WES, Niema King is a team member of Chimes ASO at the Naval Base. Employed as an Environmental Technician, she's been enjoying her job for more than a year.***

Edmund Zakrocki's engaging personality has landed him two jobs! At Fresh Grocer, his manager, Tom, says, "Edmund is a joy to work with." In his second season at the ballpark, Edmund admits to sometimes taking a peek at the game while cleaning the seating areas and aisles. Supported by PDDC, he's a hard worker and has great customer service skills.

***A baseball fan, Edmund says, "This is the perfect job for me!"***





## ***We're On the Job!***



***ShopRite has employed Mary Kolbman since June 2005. Supported by SPIN, Mary has proven herself to be a reliable, productive employee and a great co-worker.***



Charlie Boone is a hard-working materials handler at Pathmark. Supported by Barber National Institute, he has worked there since 2002. His co-workers say his work ethic is an encouragement to them to do as well.



Employed by the School District of Philadelphia as a food service worker, Faith Brent thanks her mother, Jackie Taylor, and her CIE support from KenCrest. Faith says, "I am able to help my mother pay bills and buy what I like."

***"I always thought he could do a great job no matter where he landed as long as an employer would give him a chance."***



Eagerness shows on Sean Healey's face with its light tan freckles while energy infuses the room as he talks about the job he landed at Shop Rite in Bensalem with the help of JEVS Community Employment Services. It's no wonder his mother says, "I always thought he could do a great job no matter where he landed as long as an employer would give him a chance." Sean has a fine work ethic and, because of his phenomenal memory, is able to memorize instructions after hearing them just once. Shop Rite staff say they've "... never had anyone so enthusiastic."



***Elizabeth is at Acme Markets every day, on time, with her, “What else can I do for you,” attitude.***

## ***We’re On the Job!***

Supported by CATCH, Elizabeth Jackson has been an employee of Acme Supermarkets since 1998. She started as a bagger at 77<sup>th</sup> and City Avenue. When the supermarket moved, she and other employees were relocated to the new store. You can betcha Elizabeth doesn’t put your tomatoes on the bottom of the bag!

Keya Burrell was hired as a store associate in August of 2002 on a part-time basis. Keya’s supervisor described Keya as a “model Modell’s Associate,” but unfortunately she was laid off when business became slow. Keya returned during the summer of 2003 and worked through the holidays when, unfortunately, again business became slow. At this point Keya met with the CATCH employment team to explore the possibility of a new job search. However, Keya really enjoyed her job at Modell’s, and obviously Modell’s enjoyed Keya, because she was hired back again. This time her employment has remained uninterrupted since 2004!



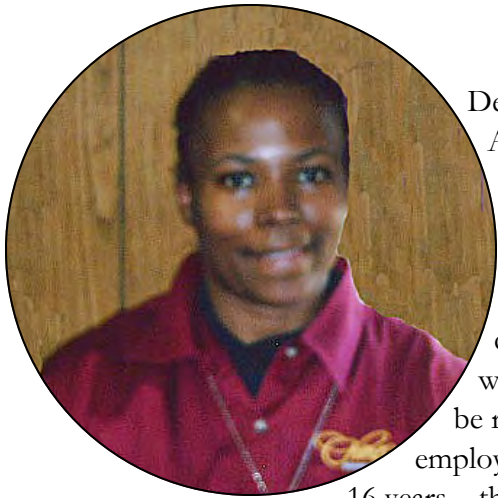
***“I enjoy the students and helping with the meal program,” says Chavis Wright, who is supported by KenCrest Services. Chavis works at the Mitchell School for the School District of Philadelphia as an Assistant Food Service Worker. He has received a “Going the Extra Mile” award.***

Tim Hall had a dream to work at the Philadelphia International Airport. Referred to AHEDD by Partnership for Community Supports in September 2006, Tim began a new adventure. After two interviews with Redwood at the airport, Tim was hired full-time as a cleaner.

***Tim wears his badge and uniform with great pride and is a valued member of the Redwood team.***



## ***We're On the Job!***



Debra Stith was employed at the Naval Supply Depot by Ace, Inc., in 1992. Supported by CATCH, Debra was eager to get to work, but had one small problem – locating affordable day care for her son. Luckily, Debra was finally able to find day care that she could afford. Since that time she has demonstrated that she is a dependable and hard worker – these desirable traits enabled Debra to be retained when her firm was sold. She has a new employer, but she is working at the same location for 16 years – that's dedication to the job! And, of course, she no longer needs that day care for her teenage son.

*When the company was sold, Debra was kept on-the-job by her new employer.*



My name is Jesus "Tony" Gonzalez. In 2006, I was looking for employment. I had specific ideas as to what kind of job would be right for me. My job coach at CIS was supportive of me. Then my ISP happened! I explained to my Lifesharing partner about the type of work I wanted to do. She said I should tell my Supports Coordinator at Quality Progressions. At my ISP I spoke up and discussed my goals with the team. Celeste started taking me on interviews, and within a short period of time I was hired at CVS! I work two days a week for three hours. I make \$7.50 per hour.

*I am able to do the things I like and continue to make choices for myself.*

***Being a good customer won Joe a job at Best Buy.***



It's hard to believe it has been five years since Joe Kosmin was hired by Best Buy. His love of washing machines led him to be a frequent visitor at Best Buy. When Joe applied for a job, the manager recognized him as a loyal customer. Joe's first job was to dust the washers and dryers, televisions and office furniture. He did this for the first four years of employment. Last summer Joe was asked to help out with scanning merchandise in the warehouse. The community support staff from SPIN helped him learn his new job duties. Joe particularly enjoys scanning movies.



## ***We're On the Job!***

***I took a class, "How to Be a Trainer," so that I could be a better speaker.***

My name is George Callaway. I am the Senior Clerical Specialist at Networks for Training and Development Inc. In 1974 I

was in a day program. I did not like it. You don't make a lot of money.

From 1990 to 1992 I had three jobs. I worked at Pizza Hut, I made lunches at a day care, and I delivered advertisements for a car wash. I did not like these jobs. In 1992 I was sitting at home. I found out my old job coach was working at Networks. I followed him to work. Anthony showed me how to use the copier, and paid me out of his own pocket. I learned how to do more and more things with the copier at Networks. Finally Anthony asked if I could have a paid job at Networks. I have been working with Networks now for 15 years! I am one of the most senior employees there! I have learned to do a lot more on my job. Now I help to set up training and also give presentations. I have presented at Baltimore TASH and at the Philadelphia DD Conference! I use the computer to make PowerPoint presentations, complete my timesheet, work on ACCESS, a database program, and go on the internet. I keep in touch with my co-workers and friends through email and use a Palm Pilot to keep track of my appointments and important information. Who knows what I will do next!



***When Lorraine Hughes graduated in 1991, she wanted to work. Supported by JEVS, Lorraine got a job at the IRS and has been working ever since! Performing custodial duties, Lorraine is an excellent worker and is living her dream to be an independent person.***



Also supported by JEVS, Larry Hardnett enjoys chatting about the Eagles with police officers who are shopping at the Acme where Larry has bagged groceries for seven years. Larry was the first employee to have his hours restored when the recession cut into everyone's hours. Said the store manager, "We love Larry, and we want him to be here with us." Clearly, Larry's great customer skills have helped him on-the-job.



***Employed as a Housekeeper by a nursing home, Mary Chadwick has been supported by PATH for more than 20 years. Mary had to complete training for HIPAA and OSHA and in 2007, she was named "Employee of the Year!" She and her job coach celebrated at Chickie's and Pete's, her favorite restaurant.***



## **Steering Committee Vision for Employment 2010**

The role of the Steering Committee is to identify the goals of the initiative, and coordinate and direct initiative activities. They support and empower the Workgroups, and review and approve Workgroup products. The Steering Committee is composed of the Workgroup chairpersons and representatives, and meets monthly to keep the initiative alive, on track, and moving forward.

The goals of the Steering Committee are to increase the number of individuals with intellectual disabilities who are working in the community; increase collaborations and partnerships within and outside the service system; improve practices for providing employment support; influence stakeholder attitudes and beliefs about employability; and assess performance and progress through data analysis and a focus on employment outcomes.

### **Philadelphia's Vision for Employment 2010 Steering Committee Current and Former Members**

Co-Chair – Dr. Michael McAllister,  
Executive Director, Networks

Co-Chair – Kathy L. Sykes, Director, MRS  
Julia Barol, Networks

Ann Marie Campbell, MRS

Karen Claiborne-Pride, MRS

Jill Gromen, Networks

Todd Handler, MRS

Karen Kenny, MRS

Leonard Kravitz, MRS

Diane Lackey, MRS

Rosa McAllister, Networks

Teresa Myers-Thompson, MRS

Jeffrey Orlin, MRS

Larry F. Pace, MRS

Marianne Roche, MRS

Shauna Roman, Networks

Wanda Sabb, MRS

Michelle Sparling, Networks

The Vision for Employment 2010 Steering Committee wishes to thank all of the people who have been members of these workgroups for their contributions, sharing the Vision for Employment, and Moving Employment Forward. Stakeholders, including individuals and families, CIE providers, SCO and ODP staff, and others helped to achieve many of the accomplishments of the Workgroups. Together, we'll continue our work to promote employment for all and increase the number of individuals who are employed.

### **Workgroups: Capacity Building Data Public Relations Transition Supports Coordination Who Wants To Work**

Supports Coordination and Transition are combined as TIPS – Transition In Planning Supports; Who Wants To Work and Capacity Building combined their efforts, and Data is incorporated into all of the workgroups.



## **Vision for Employment 2010 Workgroups**

### **TIPS Workgroup Transition In Planning Supports**

In 2009, the Supports Coordination Workgroup and the Transition Workgroup combined forces to become “TIPS” – Transition In Planning Supports. TIPS will increase the focus to include students ages 14-21. Reaching out to students as young as age 14 and their families will enable us to share information earlier about how to improve their child’s Individual Education Plan, and support them to have the tools they need to enter community employment when they leave school. Providing information to Supports Coordinators about recognizing and implementing transition practices and standards will enable them to better assist the young people they support.

The mission of TIPS is to reinvigorate discussion and outcomes of transition-age students 14-21; provide hands-on information for Supports Coordinators to use in the process of transition; and work with the School District of Philadelphia educational staff, individuals and families, and supports coordinators to understand the necessity and benefits of exemplary transition practices.

### **Transition Workgroup**

The mission of the Transition Workgroup was to inform, educate and empower students, family members, faculty and service providers regarding the school-to-work transition process for high school students, as they relate to MRS registration, providers of employment supports, SSI work incentives, and best practices that are available to support students to enter the adult world and employment in the community after they leave school. Among the goals of the workgroup were to strengthen collaborations with the School District, Charter and Archdiocesan schools, OVR, and CIE providers to Make Employment Happen for transitioning students.

The accomplishments of the Transition Workgroup include conducting many trainings for special education teachers; targeting transition-age students and providing information about available benefits and service options leading to employment; conducting information sessions and facilitating collaborations with stakeholders, including students, school staff, advocacy organizations, OVR, SCOs, CIE providers and others; worked with schools to identify individuals targeted for MRS registration; and worked with schools to recommend best practices to support transition-age students.

### **Supports Coordination Workgroup**

The Supports Coordination Workgroup was responsible for providing information to Supports Coordinators (SC) and others about the benefits of employment and to maximize the benefits of Transition processes leading to employment after leaving high-school. Because SCs are required to discuss employment with each individual they support, the workgroup provided practical tools and resources for SCs to use to explain the benefits of employment and the referral process for employment support services. To support the SCs, workgroup members met with groups of parents and family members, to share information about employment in the community, answer questions and clarify any misconceptions.

Other accomplishments of the Supports Coordination workgroup include proposing changes to streamline the referral process, providing information about the relationship between employment and the Individual Support Plan (ISP), producing a fact sheet about What You Can Expect From Supports Coordination in the Process of Employment, and a similar sheet related to Transition, and providing guidance and information about community resources. One of the major transition activities is the Transition Planning Project, which is highlighted in this Booklet.



## **Vision for Employment 2010 Workgroups**

### **Capacity Workgroup**

The purpose of the Capacity Workgroup is to build the capacity of our current CIE providers and recruit new providers to best support individuals to achieve employment success in the community. Focusing on ways to assist job developers and job coaches to improve and refine their skills, and support individuals to get and keep the job of their choosing is an important function of the workgroup. Over the last few years, planning to serve the individuals on the Commonwealth's "Graduates" Initiative has become an important function of the workgroup.

Accomplishments of the Capacity Workgroup include developing a streamlined referral process for CIE services; supporting individuals to choose employment services rather than traditional day services; supporting two providers to close their workshop in favor of expanding community employment services; and analyzing data about provider practices, both for each provider and system-wide, and the impact on individual outcomes.

### **The "Who Wants to Work" Workgroup**

The Who Wants to Work workgroup was responsible for determining the number of people enrolled in day programs and workshop settings who want to work in the community. They were able to accomplish this goal by collecting data, collaborating with other stakeholders, and providing educational opportunities for those interested in learning more about figuring out "who wants to work."

By using a survey questionnaire, reviewing existing data and talking to the SCOs, the workgroup focused on those who expressed an interest in community employment, and offered support to families to share the message about the value of community employment as a way to earn money, make friends and be included in the life of their community. Based on the data, the workgroup followed-up with each Supports Coordinator regarding the employment status of each individual.

### **Data Workgroup**

With the launch of Vision for Employment 2010, it became clear that an effective data collection system was required to measure the progress of the initiative, both citywide and at the provider and individual level. A functional data collection system helps identify systemic and provider issues, strengths and weaknesses, trends, unit costs and more. Data analysis also enables a closer focus on individual outcomes. In 2008, MRS introduced a user-friendly, functional data collection system. Each CIE provider enters data on a spreadsheet, which is converted to a database, yielding useful reports by individual, provider and system. Providers can evaluate their performance and access aggregate data. SCOs can evaluate their performance in promoting employment. Data collected includes type of job, longevity on the job, individuals with two or more jobs, time spent in job development, age range, number of individuals employed, dollars earned, and more.

Moving forward, spreadsheet reporting is being converted to a web-based system, improving the quality and ease of reporting and its usefulness to many stakeholders, including self-advocates, families and SCOs. The web-based data collection system can be expanded and modified, and have cross-system and cross-disability utility.

## Vision for Employment 2010 Workgroups

### Public Relations Workgroup

The Public Relations Workgroup helps to educate all stakeholders about the power of employment for all. We have included in this booklet examples of the promotion of Philadelphia's Vision for Employment.

Since its inception, the Public Relations Workgroup strives to promote Philadelphia's Vision for Employment, and share the message about the power and benefits of employment for all in the community. Within the service system, all stakeholders are hearing the message that everyone can work, and that for many people, employment in the community is the key to living an everyday life. More and more, individuals and families, Supports Coordinators, CIE providers, School District staff, employers and others understand that employment in the community is a huge part of realizing personal satisfaction and community inclusion for people we serve.

One of the first actions taken by the PR Workgroup was to initiate a contest to create a logo and slogan to best represent the Vision for Employment. Once the winning submissions were selected, efforts began to "brand" the Vision, and now, many people recognize the symbols of our continuing efforts to promote employment. In articles, brochures and various publications; on banners, shirts, pens, magnets, 'employment ambassador' business cards and more, so many people have the message "in-hand" and understand the value of employment in the community.

To help educate everyone in the community about employment, the 'PhilaOnTheJob' website was launched ([www.philaonthejob.org](http://www.philaonthejob.org)), devoted to sharing the Vision for Employment, featuring success stories and pictures, workgroup products, resources for all stakeholders, community business section, news and event calendars, and more. In another effort to share the message with the community, Steering Committee members have had opportunities to appear as guests

on Comcast Newsmakers, ClearChannel radio stations and in various print media to talk about Philadelphia's Vision for Employment.

Sharing individual employment success stories, including the more than 150 individuals featured in this Success Booklet, continues to be a prime focus of our public relations efforts. Nothing is as powerful as hearing people say, "I love my job!", and hearing how they overcame barriers to grow as individuals and employees, and how their coworkers and employers benefited from their relationship.

A big part of our public relations effort has been to share success stories from an employer's perspective – and that is the focus of "One City, One Vision," the exciting video featuring some of Philadelphia's most dynamic employers, discussing how their business has benefited from discovering a talent pool of motivated, productive workers. The DVD, narrated by Vince Hill of KYW Newsradio, includes an FAQ insert and the One City, One Vision 'hotline' employers can call to "Put the Vision to work for your business!" Saluting employers at the Symposium's Employer Awards Luncheon brings the message full circle, as supporting individuals to have an opportunity for employment in the community is a win-win situation for their business and improves their bottom line.

'One City, One Vision' can be seen on YouTube (type in One City One Vision) and on WYBE MiND TV (Comcast Digital channels 35 and 265), and at [MiNDTV.org](http://MiNDTV.org).



It's all  
about  
community!



When the announcement was made that SPIN’s sheltered workshop would close, Joseph Racitti said, “I will get a job.” Without skipping a beat, he listed at least twenty businesses where he thought he would like to work. Joe was the first person to sign up for SPIN’s pilot project, the Career Development Series. During the eight-week project, Joe particularly enjoyed the classes that had a competitive activity. Joe said, “My favorite part was the sampling of different jobs.” A few weeks after completing the Series, Joe secured a position as a stocker at his local Wawa. Getting to work by SEPTA, Joe approaches his job with enthusiasm.

## ***We’re On the Job!***

***When you ask Joe what he likes about his job, he grins and states, “Everything!”***

***The best reason I love working is that I can save money to fly home to visit my Mom in Maine.***

My name is Matthew Jones, and I am supported by Interac. I was out of work for the last two years, and I was excited when McDonald’s called to inform me that I was hired! What I love is keeping the lobby, tables, and floors clean for the customers, so they can come in and just sit down to eat with their family or friends. Currently, Matthew is looking for a new job.



William Franklin came to CATCH’s Employment Training Service right after graduating from high school in 2002. Fortunately, William’s first job didn’t work out because his second job was as an usher at the Riverview Theatre – his dream job!

***William received a promotion to Head Usher and has continued in this starring role since 2003!***



***Mike Drobile, supported by Interac, has been competitively employed in the janitorial field for nine years.***

*Everyone has a place in the community.  
It is our job and responsibility to help them find it.*



## ***We're On the Job!***



***For the past ten years, Darnell "Donnie" Rappo, supported by SPIN, has been the front usher at the Grant Plaza United Artists Theater. Donnie enjoys meeting new people every day, as well as the familiar neighborhood customers.***

Working at Pathmark as a materials handler since 1999, Chuck Wragg is supported by Barber National Institute. His manager says that Chuck always remains on-the-job and does his job well. Chuck enjoys his job and the customers he greets and helps like him.



***"I really love my job!" says Ericka, her trademark smile creasing across her face. "When I wasn't working, I was so bored. I had nothing to do."***

Three nights a week, Ericka Orr travels to The University of Pennsylvania where she helps keep a bustling student cafeteria neat and clean. At any one time, hundreds of university students are eating in the multi-story cafeteria, swarming in and out with the typical haste of college students. Supported by job coaches from

Employment Partners at PDDC, Ericka moves methodically from table to table, getting each one spick and span. "Ericka is very consistent and responsible," says Leticia Lynch, Assistant Food Service Director at Aramark Corp., which manages the cafeteria. Ericka now works at the Fresh Grocer.

## ***We're On the Job!***

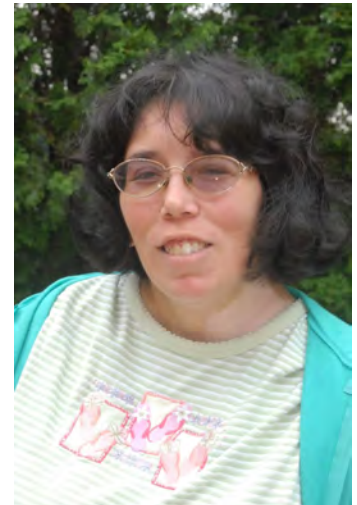


Bright, bubbly, and cheerful are words that people use to describe Ashley Williams. Her job coach from PDDC Employment Partners is sure it was her personality that won her a job at Kmart ten months ago. Ashley has clear goals for herself. She wants to someday work on the floor. Currently, she stocks the racks, but she is always willing to do any job ... always with a smile.

***I love working as a team and doing my job. I have to be organized, because one day I want to work on the floor.***

***I love to work. It keeps me busy!***

Supported by COMHAR, Joni DelBorrello enjoyed a full schedule including education, volunteering, and job search activities. Then her job developer got the call from Forman Mills. She was hired! Joni won a 2009 Brighter Futures Award because of her absolute tenacity to overcome obstacles and get "On the Job." The bond between Joni and her support staff inspired partnership, enthusiasm, and creativity. Everyone wanted Joni to land on her feet, and it's turning out that way.



***Supported by KenCrest Services, Joseph Goodman works at the Hopkins Center. "The residents tell me they look forward to me giving them their nightly snacks and bringing morning breakfast to the people who leave early. They always thank me, giving me a smile on my face!"***

*Words are how we think; stories are how we link. — Christina Baldwin*

## **Mini-Grants: "Leap into the Future" Projects**

### **"Leap into the Future" with Mini-Grants**

Each year, Philadelphia's Vision for Employment 2010 awarded Mini-Grants to promote the employment of people with intellectual disabilities. The purpose of the Mini-Grants is to capitalize on existing community resources through partnerships and collaborations with employers, local community organizations, and others interested in spreading the word about the power and benefits of employment. The Mini-Grant awards, up to \$5,000 each, have helped to "jump start" successful practices by encouraging local innovation to achieve these goals. The awards leverage existing resources to immediately begin serving individuals and provide models for the future. Mini-Grants were awarded to proposals that focused on ways to promote and achieve employment, including:

- Developing marketing and promotional materials that illustrate successful integrated employment outcomes for people with intellectual disabilities.
- Creating a marketing video of people with intellectual disabilities talking about the importance of work in their lives.
- Organizing an alliance with local community businesses that are vested in employing individuals with intellectual disabilities.
- Organizing events in the local community that businesses are involved with in order to educate the community about the benefits of employing people with intellectual disabilities.

Individuals, families and community organizations interested in employment of people with intellectual disabilities were eligible to apply, including CIE providers, SCOs, providers of residential services, and providers of other community supports.

### **Mini-Grants Awarded in 2008**

**Partnership for Community Supports** created a video, "Employment: Parents Coping with Fear and Anxiety." Partnership conducted an Agency Outreach Luncheon attended by more than 200 people, with speakers on various topics, and presented the video, which is effective in providing a "parent-to-parent" perspective.

**CIS** launched their internet-based Employer Alliance through Constant Contact emails. CIS also hosted an Employer Appreciation Breakfast, saluting employers who have hired individuals served by CIS. Building and maintaining relationships with employers is a key component of "On the Job" successes.

**CATCH** hosted a Workers Appreciation Dinner that was attended by over 100 guests. Photos from the event were used to create a marketing DVD for CATCH's employment services. Marketing efforts help make CATCH a successful CIE provider.

**Quality Progressions (QP)** hosted a Vision for Employment 2010 Luncheon. Over 150 people attended, including many supports coordinators and supervisors who received information about employment. QP's Employment Support Group was developed and ten individuals attending the luncheon expressed their desire to be employed!

### **Mini-Grants Awarded in 2009**

**SPIN** created an effective "incentive" program to reward Employment Specialists, people providing 'natural supports,' and supportive worksites. Gift cards and gift baskets became effective tools for increasing staff productivity, leading to increased job placements.

**KenCrest** staff received training from CareerTrack. Team Action Plans were developed with monthly productivity goals and stipends were distributed based on meeting team goals. The training energized creativity and supported team-based success.

Continued on Next Page



## **Mini-Grants: "Leap into the Future" Projects**

**St. John's Community Services** created a marketing brochure for prospective employers. Also, bonuses were awarded to employment staff that used the 'discovery' process to find targeted employment for individuals.

**CIS** accessed the Social Security Administration's (SSA) Employment Network Funding to increase the number of individuals supported to be employed. This generated interest in the Ticket to Work program, and funding plans were approved for individuals to maintain employment and advance in their careers.

**CIS** used small incentives to maintain communication with decision makers in businesses. At least six jobs subject to layoffs due to the economy were retained directly from face-to-face meetings.

**PATH** established an agency-wide incentive program that rewarded leads that turned into jobs. Three jobs were secured as a direct result of the incentives.

### **Mini-Grants Awarded in 2010**

**AHEDD** is using an ACCESS database to enter, store and separate business contacts and related employer information. The Mini-Grant funds implementation and modification of the database and staff training. The database will include history and status of contacts with

employers; Chamber of Commerce and PA Business Leadership Network membership and more.

**CIS** will increase staff skills in assessing job sites to determine alternative work flows and functions that meet the needs and interests of individuals and to engage employers in negotiations to carve out those employment opportunities. Two staff will participate in 'immersion training' with skilled practitioners to learn higher-level worksite assessment and employer negotiation skills. This model will enable CIS to serve more individuals.

**CIS** will work with smaller business and civic associations, focusing on employers who have not hired an individual with a disability. CIS will make brief presentations, conduct prize drawings to collect business cards, and conduct follow-up conversations and meetings with prospective employers.

**SPIN** is developing a compelling marketing tool to present to leaders of area businesses. The new marketing folder will include either the "One City, One Vision" DVD, or a link to the video. Improvements in marketing materials will enable SPIN to support more individuals to find and keep a good job.

### **The Philadelphia Employment Forum**

The Philadelphia Employment Forum is a monthly gathering of representatives from CIE providers, SCOs, the PA Business Leadership Network (BLN), the School District, OVR, Networks and MRS to promote the Vision for Employment, stay current on trends and events related to "Making Employment Happen," schedule presentations on topics of interest, and share information, ideas and expertise. The Forum has been in existence for many years, but was "reinvigorated" to coincide with the launch of Vision for Employment 2010. The purpose of the Employment Forum is for the stakeholders to come together and collaborate on ways to promote the philosophy that everyone can work, to influence and help shape policy, and to educate employers about the advantages of hiring individuals with disabilities. The Employment Forum is a place to share successes and brainstorm solutions; discuss reimbursement issues for community integrated employment; and raise systemic and other issues with colleagues.

## ***We're On the Job!***



***Christine is very independent. In 2005, she moved into her own apartment, pays her own bills without assistance, and lives a full and productive life.***

Christine Melton has been associated with PEP's employment services for 13 years. When the Willow Grove Air Force Base closed after Christine worked there for nine years, she then shared her desire to work in a medical office environment. In February 2004, Christine began a position at a dental office in Mt. Airy. Christine works thirty hours a week as a Dental Assistant, prepping patients for oral surgery and performing other duties.

***I like working! I like working at Ruby Tuesday and the friends I make.***



Alexander Brock has worked at Ruby Tuesday for a few years now. "I work at Ruby Tuesday from Monday to Friday for two hours a day. I like to earn money so I can buy batteries, a Walkman and a watch." Alexander says that CIS, Resources for Human Development (RHD), and Quality Progressions all helped make his story happen. Currently, he is looking for another job.



Since 1996, a quiet, but cheerful, presence has brightened the aisles of the Pathmark grocery store in Wyncote. With job support from PDDC, Crystal Larkins spends three days a week diligently restocking store returns. Focused and deliberate, she gives each item her full attention as she sorts through an overflowing shopping cart. Placing each return carefully on the shelf, Crystal takes personal satisfaction in a job well done ... for the past twelve years!

***Pathmark employee Khayree Gilbert says, "Crystal doesn't speak many words, but she expresses herself very well. When you're around her, you can actually feel the caring and happiness. That's how she communicates!"***

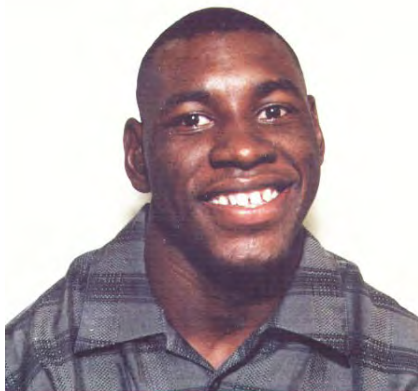
## ***We're On the Job!***

When you call Curves in Chestnut Hill, you are greeted by, "It's great to be at Curves!" Erina Smith says the same thing about the job she has worked at for about a year. The owner carved out a job for Erina, who is supported by CIS, to greet members and keep the premises spotless. Being a real people person was one of the reasons Erina was hired as she is a perfect match for the high-energy atmosphere.



Jorel Smith has been employed at Shop Rite Supermarket for four years. He started out as a stock associate. Supported by CATCH, he got opportunities to learn new duties...bagger and shopping cart associate. Jorel is a valued employee because of his willingness to help out with any task around the store! His cooperative attitude and million dollar smile make him a winner both on and off the job.

***Jorel initially struggled with the shopping carts, but he finally got the hang of stacking those long cart lines.***



Mitchell Gaskins moved to a supported living home in 2003. Prior to that he lived with his grandmother or his father. During that time, Mitchell longed for independence because, as he put it, "That is the natural progression of life when one grows up."

Supported by SPIN, Mitchell's dream came true. He got his very first job at Bennigan's Restaruant two days a week. He is proud to be working and earning his own money. He cherishes his ability to travel on SEPTA "without anyone else," and is an active member and leader of a social group whose members are committed to physical and emotional fitness, wellness, and good nutrition. Mitchell is a Brighter Futures award winner and has worked the last three years as a Photo License Technician at PennDOT.

***Mitchell often advocates for others with disabilities and his message is always, "Don't be scared to speak up for what you believe! You can control yourself and your own life."***



## Sharing the Vision



# We're On the Job!

www.philaonthejob.org

ABOUT | WHO'S ON THE JOB? | WORKGROUPS | RESOURCES | COMMUNITY BUSINESSES | WHAT'S NEW

Web shot of the Homepage of [www.PhilaOnTheJob.org](http://www.PhilaOnTheJob.org).

Search

### Some Highlights of This Website

Find information and materials related to the [11th Employment Supports Symposium](#), which will be held from June 1-4, 2010.

Download the [2009 Employment Success Booklet](#) (pdf)

### Welcome to the Philadelphia On the Job Website.

This website provides information and resources related to the Philadelphia Vision for Employment 2010 initiative for Philadelphia DBH / MRS. This initiative is the outgrowth of strategic planning to promote employment for people in our community with developmental disabilities.

This website seeks to provide resources and information for job seekers, business and provider organizations in Philadelphia. Together we can reach the goals of the Vision for Employment 2010 initiative, to double the number of people with developmental disabilities employed in Philadelphia by 2010!

### ABOUT

### WHO'S ON THE JOB?

### WORKGROUPS

### RESOURCES

### COMMUNITY BUSINESSES

### WHAT'S NEW

["One City, One Vision" Video](#)



**WWW.PHILAONTHEJOB.ORG**  
**VISIT OFTEN!**

As part of efforts to publicize Philadelphia's Vision for Employment 2010, we were fortunate to appear on TV, such as Comcast Newsmakers, and on five ClearChannel radio stations, including WDAS and Power 99. These were great opportunities to talk about the successes of individuals with disabilities "On the Job." Above left, MRS Director Kathy Sykes displays the 2009 Success Booklet during an interview by Loraine Ballard Morrill, News and Community Affairs Director for ClearChannel Radio. Below left, Susan Schonfeld (left), Executive Director of CIS, was a guest on Comcast Newsmakers with Jill Horner.

## Sharing the Vision

We are **One City with One Vision**: Seeing all Philadelphians employed as qualified, motivated workers getting the job done and increasing their employers' bottom line.

**One City, One Vision's** Employer to Employer perspective reveals how some of Philadelphia's most dynamic employers have discovered a talent pool of motivated, productive workers.

Narrated by **Vince Hill**, Business and Finance Editor, KYW Newsradio 1060.

Philadelphia Vision for Employment 2010 is an initiative of Networks for Training and Development, Inc. and Philadelphia Department of Behavioral Health and Mental Retardation Services (DBH/MRS).

Funding provided by PA Office of Developmental Programs.

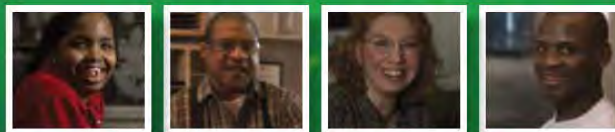
**OC AD** **D2** Running Time 7:14

For more information please contact Networks for Training and Development, Inc. at 215-546-4307



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# One City, One Vision



**We're on the Job!**

[www.philaonthejob.org](http://www.philaonthejob.org)

*Video Production by Crossbow Studio*

As part of Philadelphia's Vision for Employment 2010, MRS and Networks for Training and Development, Inc., have produced a video, "One City, One Vision," highlighting the benefits of employing individuals with intellectual disabilities. This exciting video speaks 'employer-to-employer.' Some of Philadelphia's most visible employers help to spread the message to other employers about the power and benefits of employing people with intellectual disabilities.

On these two pages are the three employers and some of the employees featured in the video. We thank the National Constitution Center, Philadelphia Municipal Court, and Woodcock Washburn, LLC, for their participation in this important project. "One City, One Vision" had its premier screening at the 2009 Employment Supports Symposium. "One City, One Vision" can be seen on YouTube (type in One City One Vision) and on WYBE MiND TV (Comcast Digital channels 35 and 265), and at MiNDTV.org.



Larry Williams participated in the Philadelphia Transition Planning Project for graduating high school students. At first, Larry was an intern at the Delegates Restaurant in the Constitution Center, operated by Max & Me Catering. While working weekends, Larry did such a good job as a member of the food services team, he was offered full time employment when he graduated. Larry has been enjoying his employment success for about two years. The staff at Max & Me made accommodations to support Larry to better manage his time, and they are thrilled to have Larry "On the Job!"





## ***Sharing the Vision***

Margaret Berger works as a clerk in the Civil Listings Unit at Philadelphia Municipal Court. Originally, she worked two days a week, but wanting more hours, she advocated for herself, and now works four days a week. The staff in the Unit made workspace accommodations for Margaret to best support her employment success. Margaret has strong bonds with her coworkers, and they offer support “On the Job” and assist her when transportation needs arise. Margaret is enjoying employment success in her dream job, and Municipal Court is very pleased to have an outstanding member of their team! Margaret is the 2008 Octavia Green Dream Job recipient.



Woodcock Washburn is a high-profile law firm specializing in intellectual property law. They need top-notch support staff to help fulfill their mission. Working as a support services clerk in the mail room since 1995, Jonathan Williams is responsible for sorting and distributing the mail to more than 250 staff. The firm moved from Liberty Place to the Cira Center, and Jonathan quickly learned the new location of all 250 people! Jonathan is a highly-valued member of the team, and the staff at Woodcock Washburn have color-coded files to accommodate him. He is involved in all the social aspects of being “On the Job,” and can usually be seen high-fiving his way around the office!

### ***One City, One Vision — Frequently Asked Questions***

**Q: What can One City, One Vision do for me, the employer?**

**A: Help to match the right person for the right job.**

**Q: What are the benefits to my company?**

**A: Enjoy the advantages of hiring a motivated, productive, dependable employee.**

**Q: What is the cost to my business?**

**A: No more than to hire and retain any other employee.**

**Q: Is it more work for me? What are the risks?**

**A: No extra work. No more risk than hiring and retaining any other employee.**

**Q: How do I put “Employing the Vision” to work for me?**

**A: Contact the One City, One Vision Hotline at 215-685-4646, or speak to your Employment Support Provider.**



## Sharing the Vision

In 2007, Best Buddies, in conjunction with MRS and Speaking for Ourselves, launched the "I See You" campaign to support people with intellectual disabilities to be recognized as fully included members of society. A key aspect of inclusion, of course, is being employed. One of the messages of "I See You" is "I see you as a co-worker." It has been proven time and time again, as evidenced by all of the success stories in this booklet, that employment plays a huge role in breaking down the barriers that separate people, and that when people work side-by-side, those barriers just go away.



**I see you.**

As an individual.  
As a co-worker.  
As an equal.  
As a friend.  
**Do you see me?**



SUPPORTING PEOPLE WITH INTELLECTUAL DISABILITIES  
www.BestBuddiesPennsylvania.org  
(215) 569-0069

**I see you.**

As an individual.  
As a co-worker.  
As an equal.  
As a friend.  
**Do you see me?**



SUPPORTING PEOPLE WITH INTELLECTUAL DISABILITIES  
www.BestBuddiesPennsylvania.org  
(215) 569-0069



## A sample of some of the promotional material used to spread awareness of Vision for Employment 2010



The Philadelphia Vision for Employment 2010 logo, and slogan, "We're On the Job!" represents the importance of an everyday life where people work side by side with others in community employment, making daily contributions in a variety of jobs. The Public Relations Workgroup reviewed more than 50 entries during the contest to design the logo and slogan. The contest was held to help launch Philadelphia's Vision for Employment 2010 and inspire us to reach our goals, that all who want to work can and do – real jobs and careers for everyone we serve!

Holding award prizes is David Stencler (left), of Stencler Design, who designed the winning logo. "We're On the Job!" The winning slogan, was submitted by Jeffrey Orlin, MRS.





## ***We're On the Job!***

Many people recognize Brian Holder as the Receptionist at MRS. He was hired in 1994 as a Departmental Aide, and when MRS moved to its new location, he became the face of MRS for all visitors to the office. Supported by CIS, he loves his action-packed job. "You never know what will happen next," Brian said, "I like helping people to get to the room they are meeting in." Brian, who lives nearby the office, has a close relationship with many co-workers and has many friends.

***"I like the challenge of doing different tasks and all the action at the front desk."***

Michelle Webb was honored as the winner of the Octavia Green Dream Job Award at Networks' 2008 Employment Symposium. Michelle, whose employment journey began in 1991, has worked as a receptionist at the Columbia North YMCA for fourteen years. A participant in Elwyn's clerical training program, Michelle's initial time at the YMCA was spent as a volunteer. Eventually, she was hired as a teacher's aide, and, finally, Michelle attained her current position, her "dream job," as a receptionist. Michelle is well known at the Y among parents, children and staff. Michelle is one of the best workers at the YMCA, as evidenced by the many awards bearing her name, proudly displayed on the wall. She never abandoned her employment dream – to become a receptionist – and she realizes her dream every day! Michele is featured in the One City, One Vision video.



***Michelle realizes her dream every day!***



***Needing reassurance that Andre Daniels could do the job, tenacity became the name of the game between Andre, the Wawa manager where Andre now works, his mother, and PDDC Employment Partners staff. But all's well that ends well, and Andre is now keeping the Wawa parking area clear of debris, the windows clean, and the beverages stocked in the freezer.***



## **Spotlight on Entrepreneurs!**

***We're On the Job!***

Every year more individuals are being supported to be entrepreneurs, or to earn money through their artistic endeavors. From Adolfo “The Button Man” to Mary “The Candy Lady” to Roni’s Beaded Creations, individuals are pursuing their creative passions and independence. They are earning money and enjoying the dignity and satisfaction of “Making (Self) Employment Happen!” Hats off to the teams of supporters who believed in the individuals they support and have assisted them to realize their entrepreneurial dreams.

Adolfo Burgos – The Button Man – prodded his CIS Job Coach to help him start a button business. His first sales came at the October 2005 Brighter Futures event. Since then, his business, AB Inc., has grown and grown. Adolfo makes pins, magnets and key chains with pictures and slogans of all types. Adolfo has acquired a business license so he can sell his wares in Philadelphia and has obtained office space from which to run his business!



***Adolfo was the 2009 Recipient of the Octavia Green Dream Job Award.***

***Marc showcasing his vending machine business at his resource table at the 2006 My City, My Place.***



Marc Palermo, with the support of St. John’s Community Services, Resources for Human Development and his devoted mother, Natalie, made the decision to purchase vending machines that dispense snacks and beverages. It hasn’t always been easy for Marc, but he was determined to work, and he personally services the machines. He is living a healthier and happier life because he is active, involved, and self-determined.

***Arielle Mabsoute signs to you that “Art is a form of communication,” as she displays her creative artisan-designed wares. On my days off, I visit with my Mom, and my friends. My life is full and this makes me very happy.***





Mary Hughes, also known as “The Candy Lady,” loves having her own business, “Ms. Mary’s Chocolate Factory.” It has been a dream come true for Mary to earn extra money doing something she really enjoys. With help from her KenCCID job coach, Mary melts the chocolate, puts the taffy sticks into the molds, and finally puts the taffies into brightly decorated bags closed with a ribbon.

*“I am always excited to advertise so I can earn money for weekend time with my friends. I am happy to be independent. It really makes me proud.”*



**Lena Fiorelli has been the proprietor of “Stencils by Lena” for over ten years. She sells her distinctive wares – stenciled gift cards, greeting cards, wine bottle gift bags, and other unique items – at shows and events.**

**The consummate salesman, Hassan Sabree greets his customers with a big smile as he sells his hand-made greeting cards.**



Veronica “Roni” Menendez came to CIS in 2007 and spent two years looking for traditional employment. Because she is blind, her choices seemed limited, but CIS learned from KenCrest Services, her residential supporter, that Roni liked to make jewelry. She had even sold some at her dentist’s office when someone there admired what she was wearing! It became clear that Roni had a talent and a passion for making jewelry and her entire team got on board to support her in this endeavor. A business plan was developed with the help of her Supports Coordinator at Quality Progressions, and although Roni sometimes struggled with follow-through, she crafted sample products and talked to everyone about her venture. She has shown dedication to her work and her creations have evolved from a hobby to professional quality.

**More Entrepreneurs  
“On the Job!”**



**Seen here at the 2009 My City, My Place, Roni uses every opportunity to sell her one-of-a-kind creations. After years of searching, she has found her dream job!**



## ***We're On the Job!***



Shaheema Johnson is the ultimate return lady at ShopRite! She loves the challenge of finding the right place to put back the returned item. With the support of her job coach at CATCH, she has become very good at her job. Since “returns” is not a favorite job of other employees, the store manager sings Shaheema’s praises.

***Supported by Barber National Institute, Shirley Lock has been employed at LACAA’s Beauty Studio for more than a year. She is responsible for keeping the studio clean.***

***Ask Shirley what she likes about her job, and she’ll say, “The work! And the money!”***



John Glenn loves to be out-and-about and is a fixture at all Public Awareness Committee events. Pictured here with Kathy Sykes and Judy Kresloff at the Brighter Futures Awards, John is employed at RiteAid. Supported by CIS, he works two hours a day, two days a week and has developed a wide network of friends.

***Ryan Curley, supported by SPIN, is outside every workday in rain, snow, or sunshine. The managers at Food Basics know they can depend on Ryan to brave the elements to make sure customers have clean carts to use. Ryan greets every customer with his trademark smile and knows many by name.***





## ***We're On the Job!***

The word “staple” fits Ronald Shank, who has been working at a Bala Cynwyd Wawa for close to fifteen years. Known for his easygoing personality, he greets customers during their morning coffee purchases. Ronnie is supported by CIS (Job Coach Tammy Reitz) in his job of maintaining the coffee area, picking up trash, and light cleaning.

***Ronnie is so popular at the Wawa where he works that customers signed a petition to reinstate him when he was laid off due to budget cuts!***



It's a safe bet that ShopRite has rarely had a happier or more enthusiastic employee than Hadiya Ruffin. Her friendly personality and winning smile charm the customers as she bags their groceries. Supported by PDDC, Hadiya previously enjoyed working at a supermarket in Springfield, but it was a very long commute. Her new position is so close to where she lives that she even does her grocery shopping at the store.

***“It’s the best job ever!” says Hadiya. “I really like the customers and everybody is happy when I help them. Everybody is really nice.”***



***Yolanda Brooks has been employed by Chimes Cleaning Service for 18 years! Yolanda has climbed the pay scale and has proven she could learn every job offered to her. She is supported by JEVS and her family.***



## ***We're On the Job!***



Working at Pathmark for eight years, Chenita Newkirk restocks shelves, maintains the freezer section, and keeps busy at other tasks. Supported by Elwyn, Chenita loves her job, but likes that she has a fixed schedule so she can make plans for her days off.

***“What a difference earning a paycheck makes in people’s lives.”***

***Nakisha Johnson as been “On the Job” at Zeigler Elementary School since 1997. A Senior Food Service Worker, her job is fast-paced and hectic. Nakisha serves lunches to over 400 students during four periods. Supported by CIS, Nakisha is a valuable member of the food service team.***



For four years, Arthur Hopkins has cleaned glasses and rolled silverware for table settings at the World Café Live. It helps that Arthur is a perfectionist because the management likes that his shining utensils make a good first impression on customers. Supported by CIS, Arthur’s job is very important to him and has helped him to expand his life.

***Being a perfectionist makes a good first impression on Arthur’s customers.***

## ***We're On the Job!***



Supported by CATCH, Vernon White was hired over ten years ago at Saint Agnes Medical Center as a grounds person and has been an outstanding employee. Always on time, he has been a great asset to the hospital due to his positive work ethic, and his willingness to help out with anything asked of him.

***Vernon provides superb care to the facility grounds as a member of the maintenance team.***

In 2005, Thomas Offenbach, previously supported by St. John's Community Services, had been working at the Naval Defense Center in Philadelphia two afternoons a week for ten years. He then took on a second job with Taco Bell for three mornings a week and maintained his job at the Naval Defense Center. Subsequently, Thomas chose to leave his Taco Bell job so that he could work five afternoons a week at the Naval Defense Center. He takes particular pride in keeping work areas clean. His Employment Specialist rightly points out that Thomas is a terrific role model for people with disabilities.



***Because of his longevity and hard work, Thomas has earned a pension.***



Michelle Pickett-Burgess came to CATCH as the sole provider for her family – a single mother of three children with a strong desire to become “free of the welfare system.” Following her training, when Michelle learned that Chimes, Inc., was going to hire her – she cried tears of joy – her dream was about to come true!

***Today Michelle is happily married and is a grandmother!***

Judy Woodson, who is supported by CATCH, has been working at Super Fresh as a utility clerk since 2000. This store is near Independence Square. Judy takes the longer of two routes to work, going a few blocks out her way each day in order to pet the horses in Independence Square. Judy must really love the horses, and she likes to walk by Independence Hall.



***Maybe Judy's walk by Independence Hall reminds her of the independence a job provides to her!***



## ***We're On the Job!***



***Marlene has pets, friends that enjoy her company, and a job.***

In 1998, Marlene Johnson was living in a hospital setting and chanced to meet Liz, a manager from KenCCID, who was looking to fill a site vacancy. Marlene said to Liz, "Take me out of here." After getting to know Marlene better, KenCCID staff offered her a new home. Once situated, however, Marlene noticed that some of her friends had jobs, and Marlene decided she wanted that, as well. Supported by COMHAR, Marlene went on an interview and got the job! This was a major milestone that recognized her long-term dream. Marlene's full life now includes pets, neighbors, friends, and a Brighter Futures Award.



***Mitchell, supported by PATH's CIE Department, says that, "Things get all messed up [in the Wawa freezer section] when I'm not around."***



***Wayne Pickett, a materials handler at Pathmark, has been employed there since 2000. Supported by Barber National Institute, Wayne is well liked by his co-workers. The store manager says he is a "good man" who always works hard.***

***My life is full and this makes me very happy.***

My name is Tori Jefferson. I got my first job at Wood Services working as a clerk in the office. In late 2003 I moved to Manayunk and began receiving supports from Interac. With the help of a job coach, we hit the trail searching for a job. It took a few months, but I got hired at ShopRite in Germantown as a front-counter person. I stayed there until the store closed in March 2006, and I went to a South Philly store. I wanted something closer to home, so I resigned and started my search again. During my time off from my jobs, I work as a paid on-call staff at Interac's administrative offices where I fill in with answering phones and filing. In January of this year, I was hired at McDonald's, and now I work in Conshohocken.





# **Philadelphia Transition Planning Project**

## **Moving from School to Work**

In 2005, Mental Retardation Services (MRS) and Networks for Training and Development, Inc. (Networks), developed the Philadelphia Transition Planning Project. Over fifty teams from across the city gathered together to explore the career possibilities of youth in transition from school to adult life. The young people and their teams participated in three days of team-based activities designed to discover and act on individual preferences and interests from a capacity-based perspective.

The project re-energized team planning efforts and provided supports coordinators, school personnel and team members with practical strategies and skills to facilitate meaningful planning and inclusive post-school outcomes for individuals with intellectual disabilities. Focus people, family members and other team members actively planned and identified a direction for transition-related activities and potential employment. They've been involved in job tryouts, job interviews, and community exploration activities. Sixteen of the young people who participated in the first two years of the Project have obtained paid employment. The individuals who participated in 2009 completed their Transition Portfolios and are ready to move forward. In addition, expectations, hopes and dreams for a desirable future were raised for family members, focus people, and team members.



***Dr. Beth Mount, a nationally-known expert on Person-Centered Planning.***

This exciting project continues with renewed energy and focus, and at least three sessions are planned for 2010. Students ages 14 to 21 are encouraged to attend, as well as those who have just graduated from high school and are receiving Waiver services.

The Transition Planning Project includes a two-day workshop with the individual and his or her planning team. The workshops are facilitated by Beth Mount, Ph.D., a leader in Personal Futures Planning. Each workshop includes approximately ten teams. About six weeks later, there is a follow-up day with the teams to review and update planning and team activities, also facilitated by Beth Mount.

Local mentors are matched to each team to assist in planning and implementation efforts. Mentors attend the two-day workshop and follow-up day and provide ongoing technical assistance to the teams. Networks provides overall coordination for project activities.

Know someone who should take advantage of this exciting opportunity? For an application and for more information about the Project, contact Julia Barol at 215-546-4307 or email her at [juliab@networksfortraining.org](mailto:juliab@networksfortraining.org).

***Marianne Roche, along with Wanda Sabb (at the easel) have been Mentors for transitioning youth at the Transition Planning Project. Want to be a mentor? See contact information above.***



## **Transition — Moving from School to Work**



***More than fifty transition-age students and their teams have come together at the Philadelphia Transition Planning Project. The student and his or her team identify a direction for transition activities leading to employment, raising everyone's expectations, hopes and dreams for a desirable future. Top left , Erica Curtis and her Team. — Top right, Lamar Billups and his team. — Oval, Oni and Dan McMullen. — Bottom left , Luis Velez and a member of his Team. — Bottom right, a full day of Team-Work at a TPP meeting.***



## **Transition — Moving from School to Work**

If you were to observe James Terry hard at work at the ShopRite store in Roxborough, you would see a competent, hard working young man with an easy manner, and an engaging smile. In order to truly appreciate where James is today, you have to know how far he has come.

James came to Community Integrated Services through a Youth Initiative Program out of Germantown High. He graduated in 2006 and was ready to begin the process of going to work. In order that CIS might fully assess and determine what vocation James might be best suited for a Vocational Profile was completed. He was registered with OVR, and his vocational goals were defined. After many hours of job development, James got an interview at ShopRite. James did well, and he was offered a position by Carol DiNardo. James's position would involve light utility work three days a week from 10 a.m. to 2 p.m. James was able to ride ParaTransit independently, and he started his new job in June 2007.

James has become part of the ShopRite "family" and has proven himself to be a dependable employee. Mom says he is always dressed and ready for work and is truly upset if he is not able to go to work. James is a meticulous worker – he has a routine, which he adheres to rigidly. The other day, Ms. DiNardo announced that the store had received a 97% inspection rating. She said James' work at the front-end job was a big part of the good rating. An all-around good-rating story.



### **Questions to Ask as You Prepare for Your IEP**

When you reach the ages 14 to 21, it is even more important that good planning goes into your Individualized Education Plan (IEP) meeting. It will soon be time for you to enter the adult world of work, and you should be thinking about what it is you would like to do.

This is a period of transition from school to work. Here are some questions to ask yourself. Answers to these will help those who are actively engaged in your future. These questions and answers should be discussed at your IEP meeting.

- What are the outcomes I am looking for?
- How do I learn easiest and best?
- What supports and services assist with my learning new things?
- What do I want to be doing when I reach 21?
  - In the area of academic skills?
  - In the area of employment?
  - In the area of community living?
  - In the area of recreation and inclusive community settings with friends?
- Where am I right now in these areas?
- What must be done now to insure a fully participating life after graduation?
- How will my progress be measured?





### **What You Can Expect from Supports Coordination in the Process of Moving from School to Work**

If you are 14 to 21 years of age, you are in the important transition period from school to the working world. Your Supports Coordinator can be a big help to you and your family in making that move. He or she will help not only with your desire to work, but with all other aspects of your life.

Here are some of the ways your Supports Coordinator can help and what you can expect.

- Thoughtful and cordial discussions with your Supports Coordinator.
- Assistance to you and your family/caregiver about available options. This includes all types of services, supports, and resources.
- Prompt return of your phone calls, typically within 24 to 48 hours.
- Assurance that your Individual Support Plan (ISP) contains outcomes that are clear and employment-focused.
- Assurance that the Service Preference Packet and PUNS are up-to-date and align with your ISP outcomes.
- Present information about the Philadelphia Transition Planning Project.
- Active participation at the Individual Education Plan (IEP)/Transition Meeting if invited three weeks in advance by the family or caregiver.
- Request a psychological evaluation from the school that includes information that is accurate and adequate for enrollment into waiver funding for intellectual disabilities services and supports.
- Knowledge about current education law, including PL 110-476, PA Chapter 14 Regulations, the Oberti Standards, the Gaskins Settlement, and the expectation of inclusion, least restrictive environment, and specially-designed services and supports.
- Present community-integrated employment as a viable option for people in their adult life and discuss this at IEP/Transition Meetings.
- Assistance to the family or caregiver and school personnel to make referrals to the Office of Vocational Rehabilitation (OVR) and other resources for possible funding for services, supports, and equipment.
- Connection with employment-related services and supports. These may include identifying transportation options, including SEPTA and assisting with transportation resources, and options for assistive devices.
- Provide information about other service options that promote competence into adulthood, including summer jobs, assistive technology, transportation, and community resources.
- Explanation of what employment may be: working part-time during the day, weekends, or evenings are all possibilities.
- If you are employed, monitoring employment reports provided by the Community Employment Provider and meeting with you to assure continuity and satisfaction.

**This information  
was developed  
by the Supports  
Coordination  
and Transition  
Workgroup**

***We're On the Job!***



## **Transition — Moving from School to Work**



Top, JJ at Holy Family;  
JJ and co-worker with  
Food Basics Manager  
Max Blob.

In 2006, James “JJ” Costello participated in the Transition Planning Project, and has made the most of his first steps to a lifelong adventure of employment!

With the support of SPIN and his team, JJ started planning for his future. First, JJ wanted a job that was close to home and to be with young people around his age. SPIN began to develop a job at Holy Family University. This was perfect! When the time came for his interview, JJ won them over with his ambition, attitude and winning smile.

In July 2008, JJ made a job change, and now works at Food Basics. Andrea Davies of SPIN, at the time JJ’s job coach, said, “JJ’s job at Food Basics is the perfect example of customized employment. Max Blob, Food Basics Manager, was very open to learning about JJ’s interests and capabilities, then he built a job to match jobs that had to be done. It worked in the store’s favor. Like any employee, because JJ is happy, he’s very productive.” Productivity that keeps the store looking great, frees coworkers for other tasks, and helps others get their jobs done. His supervisor, Tara Joseph, says, “He makes the store so much better. You can see a big difference on JJ’s days off.” Thanks to his family, his team and SPIN, JJ is well on his way, enjoying a successful transition to adult life and the world of work!



***In 2007, JJ and his Transition Team won a Brighter Futures Award. Now that’s a team! From left standing, Harry Camp, Andrew Weiss, Chris Rudzinski, Andrea Davies, Pat Wray, Elba Pavia, Carol Frangicetto, Father Kennedy; seated, Jay Costello, JJ, Kathy Costello.***

## **Transition — Moving from School to Work**

### **What Do I Need to Know?**

### **What Do I Need to Do?**

As a parent of a student with special needs, there are many questions you may have. Here are suggestions that you can incorporate into your child's daily life ... at any stage ... to help answer those questions. We have gathered them into three age groups: elementary school, middle school, and high school.

#### **Elementary School**

- Ask your child what he or she wants to be when he/she grows up!
- Ask your child, "What did you learn today at school?"
- Help your child be known in your neighborhood—at the playground, in stores and other places where people are and where people enjoy speaking with one another.
- Know your child's strengths, talents and interests, and don't be bashful about discussing them with teachers and others.
- Make sure that your child is registered with MRS if he or she is eligible.
- Invite people who support your wishes and dreams for your child to the Individualized Education Plan (IEP) meeting. This includes your child's Supports Coordinator.
- Document all phone calls with school personnel so that you have an accurate record of verbal as well as written communication.
- Discuss the benefits of assistive technology and other accommodations at your child's IEP.
- If you are experiencing difficulty getting what your child needs to be properly educated, ask your Supports Coordinator for a list of Advocacy Organizations and contacts.
- Know the educational law. This includes the PA Chapter 14 Regulations and Individuals with Disabilities Education Act (IDEA), 2004.
- If the IEP that you received to sign is not what you participated in, do not sign it or the Notice of Recommended Assignment of Plan (NORAP) that

may have accompanied it. Request, in writing, another meeting or mediation right away.

- Assume that your child will be attending the same school that he/she would if he/she did not have a disability. Specially designed instruction and supports are the law and explain what teachers are expected to do to develop skills and competencies.

#### **Middle School Years**

- Promote opportunities for all children learning together!
- Insist that your child attend the school that he/she would attend if he/she did not have a disability. Make sure that specially designed services and supports are written clearly in the IEP and are being implemented.
- Ask what the educational standards are for your child's same age peers and ask how those standards will be embedded in your child's daily classroom activities.
- Continue to get to know other families who share your high aspirations for your son or daughter.
- If your child is in the intellectual disabilities service system, make sure that your child's Prioritization of Urgency of Need for Services (PUNS) and service preference packet is up to date. Your Supports Coordinator will work on this with you. Continue to invite your Supports Coordinator to IEP meetings.
- Continue to tell everyone who comes into contact with your child about her or his strengths, interests and talents.
- Make sure that your child's educational day looks like that of their same age peers. Specially designed supports can be provided in extracurricular activities too.
- Visit high schools before your child is ready to transition to high school. Ask what the high school has to offer. This includes neighborhood schools, magnet schools, and charter schools that have opportunities that can enrich and challenge your child as he/she moves closer to adulthood.

Continued on Next Page



## **Transition — Moving from School to Work**

- When you and your child are in the community, look at jobs that people are doing. Talk to your child about jobs and careers that he/she might be interested in.

### **High School Years**

- Have expectations of your child to achieve and learn great things!
- Know what is being offered to the student in the high school and ask how it develops skills and competencies for work, living in the community and making stable friendships.
- Assume inclusion. Courses at the high school can be made available to your child and curriculum can be modified.
- Get good information about transition planning and services that should be occurring at age 16, if not before.
- Expect your child to be employed upon graduation. Get to know available employment resources and providers of employment services. The Office of Vocational Rehabilitation (OVR) and MRS can also be of assistance to you.
- Speak out about the importance of inclusive and skills-based education being related to success in adult life.
- If your family member is in the intellectual disabilities services system make sure that he/she has an updated Prioritization of Urgency of Need for Services (PUNS) and service preference packet. Otherwise, please call 215-685-4677 for registration information.
- Make sure that your daughter or son is involved in extracurricular school activities and community activities.
- Continue asking and expecting your son/daughter to want to work and to contribute to his/her community.

For general information contact either of the Co-Chairs of the Transition In Planning Supports (TIPS) Work Group:

Marianne Roche — 215-685-5930

Wanda Sabb — 215-685-5981



***I like the clothes, my job coach, and my co-workers!***

Erica Curtis, a participant in the Transition Planning Project, was recently offered a job at AJ Wright as a Store Associate. She is supported On-the-Job by AHEDD, who helped her find a job close to home. This is Erica's first job in the community! Erica assists customers, organizes clothing, and has other duties. She is becoming more independent as her job coaching hours decrease. Congratulations to Erica as she embarks on her successful transition from school to work and adult life!

## Transition — Moving from School to Work



*In 2009, the Transition Planning Project partnered with the Philadelphia Mural Arts Project (MAP), so that young people transitioning to adult life can discover their artistic and creative talents. More and more, individuals are being supported to earn money with their creative endeavors. See the Spotlight on Entrepreneurs for some of the people who have turned their art into their business! At left, on one of several “Paint Days,” participants in the Transition Planning Project work with Mural Arts Project artist, Jon Laideker, to discover their artistic talents.*



*During a “Paint Day” session, Alina Szamatowicz and Benjamin Hextall created their artwork. Supremely talented MAP artist Jon Laideker then traced their outlines and painted these pictures from their photographs. The figures of Ben and Alina look incredibly life-like superimposed on top of their artwork.*





## ***Transition — Moving from School to Work***



***A roomful of smiles in Temple University's inaugural class of the Academy for Adult Learning. All students had on-campus internships to jumpstart their careers.***

*When we graduated,  
we were expected to work.  
We should have the same expectation  
of people we support.*

In 2008, the inaugural class of the Academy for Adult Living, an initiative of the Institute on Disabilities (IOD) at Temple University's College of Education, was graduated after spending four semesters on the main campus of Temple. Kathy Miller, Assistant Director of Training at the IOD, says the Academy provides an introduction to college life for selected individuals with intellectual disabilities and assists in building skills for a successful transition to the adult world. Career development, self-assessment, and exploration are important parts of the program. Skills and interests are explored, and the students research career options. Says Kathy, "We are very excited that all ten students were placed in internship positions throughout the University, based on their career selections." For more information, about participation or mentoring, contact [millerk@temple.edu](mailto:millerk@temple.edu) or call 215-204-9395.

### ***A Call to Youth In Transition***

Since the inception of Vision for Employment 2010, MRS and Networks hosted a series of Employment Expos. Funded by the Commonwealth Office of Developmental Programs (ODP), the Employment Expo gave youth-in-transition an opportunity to meet providers of employment supports. The Expos helped students and families gather information about which providers could best meet their needs and the range of supports available. Representatives from the SCOs also attended to learn more about options for employment supports.



## ***Transition — Moving from School to Work***



***In a meeting with PA Representative Jim Roebuck, Marianne Roche (left) and Pat Amos discuss the importance of transition-to-work opportunities for graduating students.***

In 1972, and for some years after that, Pennsylvania families whose children had special needs had every reason to be proud. The PARC Consent Decree had just been enacted. It was so widely respected that it became the basis for the federal Right to Education Act, opening the door for all children to have a free and equal public school education in the least restrictive environment with specially designed services and supports. Recent data shows Pennsylvania as 37th among states in the implementation of the federal law, today known as IDEA.

Taking advantage of an opportunity to meet with PA Representative Jim Roebuck in 2009, Pat Amos, parent and board member of TASH International, and Marianne Roche of MRS, representing the Coalition of Inclusive Advocates, shared the message about how important it is for students to leave school with the knowledge of purposeful and practical skills that are a catapult to adult life. If students don't leave school with these tools, it is a missed opportunity for everyone – the student, the family, and the community. Educational expectations and practices need to be high, so that all students are poised to transition to work and adult life. For more information and to receive materials about what constitutes good transition from school to community life, contact [marianne.roche@phila.gov](mailto:marianne.roche@phila.gov) or call 215-685-5930.



***High school students and families visit resource tables at a School District Transition Fair held by The Arc/PDDC.***



## **Transition — Moving from School to Work**



Jimmy Cinque began his employment journey through the Transition Planning Project. His team — CIS, his family, and the School District — worked together to create a smooth transition from school to work. Jimmy is employed by Temple University Dining Services, a Sodexo Company. He is a high-energy young man and his work hours are spent on his feet in a fast paced, high-traffic setting where expectations are clear and standards are high.

Although his workday can be exhausting, it's clear that his job is a place where Jimmy is valued and where he finds purpose. Jimmy has established good relationships with his co-workers and takes great pride in his work.

As a result of his involvement in the Transition Planning Project, Lamar Billups was hired by Villanova University Dining Services in 2006. The manager of the dining hall, Mr. McCausland, said, "Lamar has done an outstanding job learning his duties and following direction." Supported on-the-job by CIS, Lamar learned and independently uses SEPTA to get to work. "The job is great, and I am very happy earning a paycheck," said Lamar. His mother, Cassandra Moody, said, "The Transition Project was a good learning experience for me. I am very proud of Lamar for getting this job and doing well!" At one point, before their involvement in the Transition Project, Lamar and his team was getting discouraged about his chances of finding a job. Chalk up another success story for the Philadelphia Transition Project and Lamar Billups.



***Lamar Billups and his mother, Cassandra Moody, at their first Transition Planning Project Meeting.***

### **The Arc of Philadelphia Awarded Walmart Foundation Grant Proposal Focused on Transition**

MRS is pleased to partner with The Arc of Philadelphia in implementing a Walmart Foundation grant. The Arc collaborated with MRS, the School District, and Networks for Training and Development to discuss and formulate the ideas presented in the proposal. The grant will provide a model for supporting students to have meaningful education experiences, focusing on developing skills leading to post-high school employment. This partnership will expand and enhance practices already utilized in the intellectual disabilities service system in Philadelphia. MRS is very excited that the Walmart Foundation Grant gives us an opportunity to continue this important work in a more comprehensive manner than has ever been achieved.



## ***We're On the Job!***



Towanda Neblett has taken herself on a successful journey since she began working in 1992. Towanda has many duties ... collecting carts, putting away merchandise, routine straightening-up, and always the bagging of groceries. She moves from line to line as cashiers call out to her and regular shoppers take a minute to say hello. As proud of her job as she is, Towanda has many other interests. Appearances are important to her, so she is part of a clean-up team in her neighborhood, and she keeps house for her Uncle with whom she lives.

***Towanda won a 2008 Brighter Futures Award. Supported by JEVS, Towanda is making life work well for her.***

Supported by SPIN, Cristin Durkin works in the shoe department at Target. She loves greeting the customers and helping them find exactly what they need. Cristin is featured in the One City, One Vision video.



***“Hi, my name is Monica. It’s nice to meet you.”***

With Monica Bailey’s big smile and friendly personality, she was hired by Elliot’s Vending Company on her first interview. Monica, supported by PDDC, monitors stock, cleans the machines and microwaves, and ensures that a vending area is clean and tidy. She is doing so well at her job that Monica says, “I’m ready for more. I want another part-time job to fill up the week!”



## ***We're On the Job!***



Keith Maddox, aka “Highway-Man,” has traveled a long and sometimes very challenging road to achieve the success that he enjoys today. During his training at PDDC’s Employment Partners, Keith learned as much as he possibly could about assembly. He also learned everything there is to know about the SEPTA system, and that’s how he got his nickname. He’s a one-man SEPTA information source! Eventually, Keith was hired at Marco Manufacturing, a business that supplies machined parts to industry. Keith operates die machines that create these parts to very fine specifications. Keith says, “I’m very accurate in my work, so my boss asks me to work a few different machines. But speed is important, too – I have to find the balance.” Keith has worked at Marco now for over six years.

***Keith is the first one to tell you that without perseverance and dedication to reaching his goal, he would never have accomplished his objective of getting a job.***



***For over eight years, William “Billy” Bennett has kept the Pathmark on Aramingo Avenue sparkling. He is supported by SPIN.***

***It's all about community!***

***James is very proud when a customer asks, “Do you work here?”***



When James Fortune graduated from high school, he had many employment obstacles to overcome. During his initial interview for Employment Services at Elwyn, James said he would like a job in a food market bagging groceries. James interviewed and was hired by a local food chain, but although he gave this job all he had, it soon proved too difficult for his physical limitations. The store manager and job coach put their heads together and looked at other ways James could contribute. As a result, James began his position as a Return Specialist, returning items to their proper place. Because he wheels a cart around the store, balance and mobility are no longer an issue. James started at ten hours a week to build up his stamina – now he is working twice those hours. James enjoys his job and has learned the layout of the store so well that he often helps customers find things.

Photo: Ron Davidoff

## ***We're On the Job!***



***Throughout her life, Kristin Fellows has overcome many personal obstacles. Supported by SPIN, Kristin works two part time jobs. She is in charge of mailing invoices and putting together catalogs at the Cookie Cutter Factory and also works at Sears folding and organizing jeans in the Men's Department.***



As part of the initiative to serve high school graduates entering the working world, Tyreek Boone is supported by CATCH in his job at ShopRite. Working has increased Tyreek's confidence and independence.



***Over the years, Louise and Russell have become very good friends.***



The University of the Sciences' Student Center is where you will find Russell Reed and Louise Barbee. Supported by Elwyn, the duo have been helping maintain the cleanliness of the Student Center for several years. They have excellent attendance; being among the first to arrive even in inclement weather. Russell's schedule was recently increased by two days a week for which he is very happy.



## ***We're On the Job!***



Raymond Hanlon certainly knows how to keep a job — he retired in 2007 after 37 years at the Defense Supply Center. Just as the Vision for Employment was heating up, Ray was a shining example that everyone can work. His success was part of the reason why it is important to share success stories. Supported by Partnership for Community Supports, Ray's retirement luncheon included 100 of his co-workers and friends, proving that, indeed, "Everyone Loves Raymond!"

***(Top) Retiring after 37 years On-the-Job, Ray Hanlon accepts a plaque and Liberty Bell statue from his supervisor, Suzanne Kershaw, Product Manager of Dress Uniforms. At right, with Ray are two of his family-at-work, Liz DiFrancesco and Deborah Veneri.***



***Frances Arroyo has worked for Barber National Institute for the past five years. A friendly person, she keeps the office desks clean, runs the vacuum, and tidies up for the office staff.***



***During the past nine years, Patrick Moore has learned to do many jobs at Wawa. Supported by SPIN, he now stocks and cleans the shelves.***



## ***Award Winning Support Making Employment Happen Every Day***

Direct Support Professionals and many other service provider staff do an excellent job of supporting people to be self-determined and have the best life possible. In many, many instances it is these staff that make a big difference in the lives of the people they support. Over the years, some of these staff have been recognized for their award-winning performance. They inspire all of us to go beyond our “job descriptions,” forming relationships that encourage, enhance, and expand the lives of others. We feature here some of the staff that have shown extraordinary persistence and creativity in promoting opportunities for employment success.



A PATH CIE Supervisor, Joanna Huhn also was an employer in a previous professional life, and her experience gave her the perspective of “both sides of the fence.” She won a Brighter Futures Award in 2007. She understands employers’ expectations, and she is able to motivate teams to initiate creative support strategies to keep people On the Job.

***Career  
planning and  
jobs are  
among the  
important  
ways to  
achieve a  
better and  
richer society.***



Sheila Fortune, a Direct Support Professional with CATCH, won a Brighter Futures Award in 2007 in part for helping an individual understand that the bank would not “take” his money when he deposited his paycheck.

### ***Recognizing Supports Coordinators and Residential Service Providers***

As noted in all of the individual stories in this booklet, job coaches, employment specialists, job developers and all CIE staff are on the job supporting individuals to achieve their employment success. However, residential service providers and supports coordinators also play an essential role in supporting individuals to secure and maintain a job in the community.

Realizing positive employment outcomes and creating a ‘culture of employment’ cannot happen without collaboration and partnership among all stakeholders, and so we salute the vital work of residential service providers and supports coordinators in supporting employment as a key aspect of an everyday life.

## **Award Winning Support**

### **Making Employment Happen Every Day**



Tia DeFlavia won a 2008 Points of Transformation Award for her work as a Direct Support Professional for SPIN. Tia helped an individual through a roller coaster ride when her place of employment closed and a new job had to be found.

Carrol Samuels won a 2007 Points of Transformation Award for her work as an Employment Consultant/Job Coach for PATH. She was instrumental in helping one particular individual build his self-confidence so he was able to stay On-the-Job for many years.



Andrea Davies won a 2009 Points of Transformation Award for her work as an Employment Specialist for SPIN. She has supported many individuals to achieve employment success even when their schedules were on weekends, evenings, and holidays.



Employed by PATH for over twenty years, and a 2008 Brighter Futures Award winner, Doris Loving supports her individuals in all phases of their lives, but was especially tenacious when it came to making sure one woman got a better paying job when her skills deserved it.

## **Award Winning Support Making Employment Happen Every Day**



Matt Schmidt won a 2009 Points of Transformation Award for his work as a Direct Support Professional for SPIN. He likes to find out what motivates people and help them move toward their goals.

To Joe Bernardo, a Job Coach with CIS at the time he won a Brighter Futures Award in 2007, supporting an individual to create his own business almost cost him his marriage! His wife jokingly threatened, “Me or the buttons!”



A 2009 Brighter Futures Award winner, Mary Kate Parson is a Supports Coordinator at Quality Progressions. She wouldn't take “no funding” for an answer to providing interpretation services for a young lady who is deaf ... and who now is employed in part because of those services.



Marnisha “Nish” Henry-Butterfield, Associate Director of JEVs Community Living (and also a Lifesharing provider) supported an individual both in her home and On-the-Job to overcome many challenges in his life.





Charlotte Bartholomew was supported by CIS and was one of the first success stories to be featured as part of Vision for Employment 2010. “It made me feel good to work at Rite Aid,” she said. Sadly, Charlotte passed away in 2009. She was very proud of her success “On the Job.”

## ***We’re On the Job!***

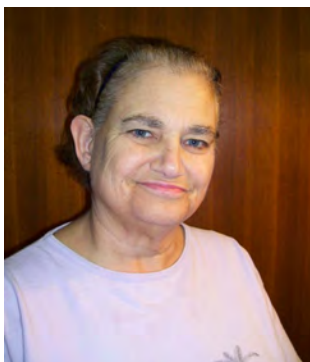


***You will get a clean seat at the ball game because of Leroy Skinner and his co-workers. Supported by CATCH, Leroy has worked for Comcast Spectacor since 1999.***



***Success can be measured in many ways ... Alan Sherman, who is supported by SPIN, defines it as being happy on the job, being appreciated and “getting a job quick!”***

People want to contribute to their community — to live among friends and colleagues, be recognized for their abilities and gifts, and to have dignity and status.



Maureen Marino kicks herself when she thinks of the job that got away. In the late 1980s, she had just completed a clerical training program. Searching the classified ads one evening, she discovered a job that looked perfect. Maureen called right away. The number went to the hiring manager’s answering machine, but Maureen was too nervous to leave a message. Fortunately, when Maureen went looking for a job last year, she had the support of Employment Partners at PDDC. Maureen is now cleaning an AT&T Center in Philadelphia. Maureen says she likes her life and wouldn’t want to change it dramatically. Down the road, she would even consider looking for a different kind of job that offers more

hours per week. It’s good to know that, when that time comes, she will have the support of people who will make sure that the best opportunities don’t slip away.

***Maureen loves being able to earn her own money, which she likes to save.***

## **SPOTLIGHT ON EMPLOYERS!** **“Making Employment Happen”**

Every day, employers are benefiting from hiring motivated, dependable employees. Nothing is as powerful as hearing someone say, “I love my job!” Not only are employers seeing people grow as individuals, they are seeing the benefits for co-workers and their business’ bottom line.

During the PA Employment Symposiums, Networks for Training and Development has for many years honored outstanding employers at the annual Employer Awards Luncheon. These employers were nominated by CIE providers and individuals for their outstanding role in hiring and supporting people with disabilities. The award-winning stories that are in this booklet clearly demonstrate the power of employment and the importance of employers who will look at abilities, not disabilities. Read about some of Philadelphia’s most dynamic employers, and see the very long list of the many companies that have discovered a talented pool of qualified, productive workers.

Store Manager **Betty Carrigan** has been Neil’s supervisor at Acme Markets since 2002. Betty is never in a rush when Neil needs time to explain his ideas and always makes Neil feel like his opinions matter. Because of Betty’s support, Neil has become a part of the fabric of the supermarket and has an important role in customer service.



Since 2007, **Adam Segalow** has had an employee with disabilities working for him at We Wash It Laundromat. Adam has encouraged his employee to learn many tasks and continues to go out of his way to help him be successful On the Job.

## **Spotlight on Employers!** **Saluting the Companies that are “Making Employment Happen”**

- A Children’s Place
- AB Inc.
- ABO Haven Child Care
- ACME Markets
- ACT II
- Action Screen Printing
- AJ Wright
- Alert Moving
- American Cookie Cutter Co.
- Angela Jane Pavilion
- Anthony DiLorenzo
- Applebee’s
- Aramark
- Arby’s
- AT&T
- Attleboro Nursing Home
- Babies R Us
- Baker Industries
- Barber National Institute
- BARC
- Bare Feet Shoes
- Bartram High School
- Best Buy
- Best Personnel
- Big Lots
- Bob Evans
- Boston Market
- Brightside Academy
- Brintnall & Nicolini
- Brown’s ShopRite
- Budd Cohen

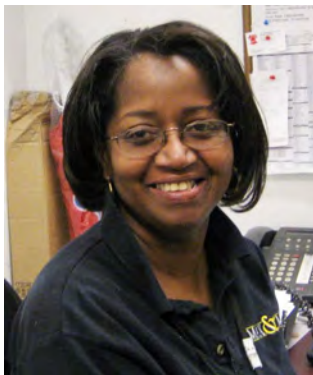
## SPOTLIGHT ON EMPLOYERS!



Oscar Porras, Store Manager at Walgreens, has created a store environment where all employees are an integral and contributing aspect to the greater whole. Employees are valued assets in his store. When one of his employees, who had worked there for nine years, experienced a tragedy in her family last year, Oscar and the other Walgreens Associates provided immediate support. He was flexible with her schedule, allowing her time to cope and heal, and stay On the Job.



Marcellus Green, a Co-Manager at Walmart, has always been receptive to giving everyone an opportunity to be the best they can be. He always sets the employee up to succeed by working with the individual strengths of each person and accommodating transportation schedules. He has a knack for recognizing good reliable people and then finding a “home” for them within the Walmart family. Marcellus has created an atmosphere of support for all employees throughout his store.



Rhonda Mumford, Manager of Max & Me Catering, is a caring person and shows concern for every employee. She noticed, right from the start, that Larry had a desire to work and learn more. Rhonda has made necessary accommodations for his success and changes his work schedule as needed to fit his transportation schedule. Max & Me Catering is a featured employer in the One City, One Vision video.

## Spotlight on Employers!

### Saluting the Companies that are “Making Employment Happen”

- Burger King
- Burlington Coat Factory
- CIS
- Campbell Kids
- Carol DeNardo
- Center for the Blind & Visually Impaired
- Center Square Towers
- Checkers
- Chick-Fil-A
- Chickie’s and Pete’s
- Chris Moynihan
- Christian Stronghold Church
- Citizens Bank
- Clara Barton Elementary School
- Clean-Tec
- Comegys School
- COMHAR, Inc.
- Cosimos Pizza
- Country Club Diner
- Crossan Elementary School
- Curves
- CVS Pharmacy
- Delancey Bagels
- Delta Airlines
- Don Guanella Village
- Dr. Harris Horwitz
- Dunkin’ Donuts



## **Octavia Green Dream Job Award**



*Octavia Green, who passed away in 2006, was a longtime member of Speaking for Ourselves and an advocate for herself and others. She always said that working at Networks as the Assistant Training Coordinator was her “dream job.” This created the idea to honor her memory by bestowing the annual “Dream Job” award to an individual who has realized his or her community employment dreams.*



**Adolfo Burgos was the recipient of the 2009 Octavia Green Dream Job Award for following his passion to have his own business. Read more about “The Button Man” on Page 44.**

**Michelle Webb was the 2008 recipient of the Octavia Green Dream Job Award. Michelle never gave up on her dream to be a receptionist ... a job she has now held for 15 years at a YMCA. Read more about Michelle on Page 43.**



**Margaret Berger was the co-winner of the 2007 Octavia Green Dream Job Award. When adaptations were required for her job, Margaret took an active role in meeting her needs. Read more about Margaret on Page 41.**

## SPOTLIGHT ON EMPLOYERS!



Mike Lower, Manager of the Shop Rite on Roosevelt Boulevard, noticed right away the energy and hardworking attitude of his employee, MC. To aid in providing natural supports, Mike shifted his own schedule to reflect MC's and has been instrumental in identifying essential job duties that are reflective of MC's strengths.



Monica Green and the entire staff of Babies 'R Us received the Networks' Outstanding Employer Award because of the support they have provided to TW for over two years. Management was open to carving a position that their business needed that would also utilize TW's strengths. They developed job duties that TW could perform independently and others that co-workers could assist him with. Working at Babies 'R US is like working for a family, and they have treated TW like a member of the family since the day he started.

## Spotlight on Employers!

### Saluting the Companies that are "Making Employment Happen"

- Early Years Development Center
- Ed Schumacher
- Elwyn Industries
- Emmett's Place
- Equivest Development Inc.
- Five Dollars & Less
- Food Basics
- Forman Mills
- Frankford High School
- Franklin Mills
- Fresh Grocer
- Friendly's
- Furness High School
- G & Hunting Park School
- GAP Outlet
- Genuardi's
- Giant
- Global Spectrum
- Gold's Gym
- Grandma Daycare
- Harley Manor
- Nursing Home
- Hassel House
- Havertown Gymnasium
- Help Source
- Holiday Market
- Home Depot
- Hopkins Rehab Center
- Horizon House
- IMS Cleaning Service
- Interac
- IRS
- Jamz Skating Rink
- JEVS
- Johnny's Auto Repair
- Kelly Janitorial Services
- KenCCID
- KenCrest Services
- KFC
- Kinsey Elementary School
- Kmart
- Lee's Industries
- Liberty Resources

## **EMPLOYMENT IS –**

- Based on the belief that all individuals with a disability can work in the community; types of jobs found are limited only by the ingenuity and creativity of the supporting agency; includes self-employment (ownership of an individual's own business).
- Individually developed job based on the individual's interests, preferences, talents, etc.; individual is integrated with non-disabled co-workers; individual is paid by the employer.
- Customized (or tailored) to meet the needs of the employer and the individual; customization may include such strategies as job carving, job creation, job negotiation; the better the job match, the better the "fit" for the individual.
- Agency support for the individual provided on-the-job as needed and only for as long as needed.
- Natural supports (co-worker support or assistance) include being trained and supervised in the same manner as co-workers; receiving on-the-job assistance from co-workers; attending employee meetings and social events; taking breaks and lunch with co-workers; getting a ride to and from the job from a co-worker.
- Earning at least minimum wage or the prevailing wage for the job.

## **EMPLOYMENT IS NOT –**

- "Readiness" (the concept that individuals with a disability need to be trained in work skills and proper work habits and attitudes before obtaining a job in the community; this training occurs at the agency facility).
- "Readiness" practices include in-house work training programs, such as agency-operated food service or janitorial/custodial programs; agency-run job clubs; any personal skill that is assumed the individual must learn, such as shoe tying or improving personal hygiene, before being employed in the community.
- A workshop placement or an ADT program placement.
- Community-based instruction or community-based activities, such as volunteering, or food shopping, travel training.
- A mobile work crew (a group of individuals with a disability transported, via agency vehicle, from place of employment to place of employment to perform a specific task, such as cleaning or custodial, with minimal or no interaction with non-disabled peers; participants are paid by the supporting agency).
- An enclave (work performed by a group of individuals with a disability at place of employment, but segregated from non-disabled peers; participants are paid by the supporting agency).
- Earning less than minimum wage or the prevailing wage for the job.



***Fox 29 News Anchor Kerri Lee Halkett greets Arielle Mabsoute and Mary Hughes, two entrepreneurs, at Networks 8th Employment Symposium in 2007.***



## SPOTLIGHT ON EMPLOYERS!



“Did you catch the game, Harry?” This one phrase is echoed by **Thomas C. Barton, III**, and co-workers throughout Harry’s shift during any sports season. Barton Partners is an award-winning architectural firm where Harry’s duties as an Office Assistant are very appreciated. The staff have made Harry a part of their procedures and he is kept busy with many different projects to help everyone’s job.



Christine has been employed by Family and Cosmetic Dentistry in Mt. Airy for four years. She is responsible for prepping the patients for surgery, sterilizing utensils, and assisting **Dr. Harris Horwitz** in active surgery. Dr. Horwitz has provided opportunities to people with disabilities, supported by Programs Employing People, for many years and believes that everyone deserves a chance. Christine has proved her abilities and has returned the faith Dr. Horwitz had in her by being an outstanding employee.



Vinnie has been employed as a food service worker by the School District of Philadelphia at John Bartram High School since 1994. For ten of those years, **Ellanor Randle**, or ‘Ms. E’ as she is called, has helped to create a workplace where he can focus on his strengths. When the School District made it mandatory for all food service workers to operate the Point-of-Sales computer system, Ms. E didn’t hesitate to teach Vinnie how it worked. Not only did Vinnie master the system, but he also was given the additional responsibilities of maintaining the pizza station. In his ever-evolving job, Vinnie and Ms. E make a good team and have the additional support of KenCrest Employenet whenever needed.

## Spotlight on Employers!

### Saluting the Companies that are “Making Employment Happen”

- Liberty Supply
- Liberty Tax Services
- Linton’s
- Lisa Margraff
- Longhorn Steakhouse
- Marriot
- Marshall’s
- Masonic Home
- McDonald’s
- Michael Shilton
- Missionary Servants
- Mitchell Elementary School
- Martin Luther King High School
- Modell’s
- Morris
- MRS
- Mt. Airy Baptist Church
- Municipal Court
- National Constitution Center
- National Wholesale Liquidators
- Naval Defense Center
- Northeast Times
- NHS
- Northtec LLC Company
- Ogontz Medical Center
- Old Navy Outlet
- Olive Garden
- PA LCB
- Panera Bread

## **Questions that People Can Ask a Prospective Community Integrated Employment Provider**

It's time to make a choice of a provider of employment support. What should you know? Here are some questions that you can ask a community integrated employment provider when you are making a selection.

- What kind of jobs are the people getting that this agency currently supports? Where are they working?
- What kind of support do the agency job coaches provide?
- What does the agency typically do if the person they are supporting is unhappy with their job and/ or the job is a bad match?
- How long does it typically take the agency find a job?
- How much flexibility can a caregiver expect from the agency in accommodating wishes regarding work hours and work days; distance from home; full or part time work?
- What are the average wages earned by people that the agency currently supports in jobs?
- How many people did the agency place in jobs last year? How many of these people are currently working?
- How involved can caregivers, family members, advocates and others significant in a person's life be in evaluating potential job options?
- What does the agency expect the caregiver and significant others to provide or be responsible for in securing and maintaining employment?
- How does one become affiliated with this employment agency?
- How many staff does this agency employ? Is this a sufficient number to make sure that the person will receive adequate attention to their employment selection and job support needs?
- How many people does the agency currently support in community integrated employment?

Source: Mike McAllister, (1993) Supported Employment for Persons with Disabilities: What it's all about.



***“We like to give people a chance,” said Tara Joseph, Food Basics Assistant Store Manager. “You don’t know what people are capable of. It’s not fair not to give someone an opportunity.”***

***What started out as hiring someone with a disability has turned into the culture at Food Basics at Frankford and Academy in Philadelphia. Store Manager Max Blob has developed a work environment that is natural, comfortable, and respectful for all his employees.***

## SPOTLIGHT ON EMPLOYERS!



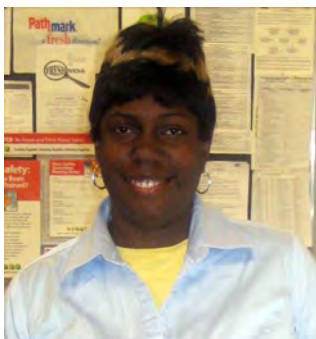
Rhonda Mosley was employed by KB Toys as a Junior Associate. Five months into her employment, Ernest Ball, a new manager, came on board. Mr. Ball wasn't made aware of Rhonda's use of a job coach who helped keep Rhonda on task with her work responsibilities. Mr. Ball was uneasy with the arrangement and began to leave Rhonda off the work schedule. Through meetings with Mr. Ball and Horizon House staff, Mr. Ball began to realize that Rhonda was no different from the other store employees and began to look at Rhonda as an asset rather than a liability. He recognized her work ethic and her infectious team spirit, which carried over to the other workers in the store. Mr. Ball is now willing to tell any employer who is hesitant in hiring an individual with a disability to not let fear get in the way of the hiring decision.



Chris Dunton and his staff at Linton's Managed Services have been supportive employers of individuals with developmental disabilities for over five years. Currently, there are four employees at two locations and for each one there was job carving, or customization, in one way or another. Linton's supports their employees and provides any necessary accommodations to ensure a good job match. NHS of Philadelphia, the employment supports agency, has said, "Linton's has welcomed individuals with disabilities with open arms, and they treat their co-workers with true respect and admiration."



Keya was hired by Jamie Courtney, at Modell's Sporting Goods, in 2002. Part of Keya's job duties included the use of a cash register. Keya had many skills, but the register was not one of them. Mr. Courtney supported Keya's ability to learn new skills so she could perform all functions of her position as a retail associate/stock employee. With support from CATCH and Mr. Courtney, Keya has become an important member of the team at Modell's.



Charlie Boone has been an employee of Pathmark since 2002. He is an items return clerk and also straightens shelves and collects and stacks shopping baskets. Although he has a job-coach from Barber National Institute, Monique Bellinger, Charlie's Manager, makes sure that Charlie understands all new tasks he is assigned. She accommodates his need for consistency and does not change his work schedule. Charlie has become such a part of the Pathmark team that, recently, one of Charlie's co-workers told Charlie that he was an inspiration to him – that his work performance and good attitude inspired him to keep coming back every day.



## SPOTLIGHT ON EMPLOYERS!



Several years ago, **Bill Johnson** and **Rob Johnson**, of the Philadelphia Cricket Club, created specific jobs to accommodate two workers, Tom and David, on the grounds crew. The Johnsons have fostered natural supports and a sense of belonging with their employees. It is a tradition at lunch time for the grounds crew to have a barbeque, or one of the gourmet meals that are created for the club members. Tom and David especially enjoy eating with their co-workers and being treated as “one of the guys.”



The GAP Outlet has fostered natural supports in training Pedro since the spring of 2007. **Marilyn Ortiz** learned strategies from CIS job-coaching staff and even talked with Pedro in Spanish, his primary language. When he needed sick time, he got it. Pedro is now part of the fabric of the GAP culture.



The TJ Maxx store hired three individuals, supported by PATH, between October 2006 and March 2007, and all three are still employed. **Debra Geng**, **Deborah Long**, and **Antonia Tzirkel** hired these workers because they believed in their talents, not because of their disabilities. The managers knew that each one was capable of doing the job they were hired for and would project the high standard of customer service that TJ Maxx is known for. They got to know the women and adjusted their communication with each of them based on their needs. They learned to phrase things in different ways to help each understand better. Their natural, easy way of doing things promotes a healthy work environment that all enjoy.

## Spotlight on Employers!

### Saluting the Companies that are “Making Employment Happen”

- Paradise Day Care
- Pat Carroll
- Pathmark
- Patrick Doyle
- Patty Bird
- Payless Shoes
- PDDC
- Penndot
- Penn Charter
- Penny Packer School
- PEP
- PEP Bowling Alley
- Pep Boys
- Petco
- Petsmart
- Philadelphia Airport
- Philadelphia School District
- Philly Cuts
- PIBH
- Pizza Hut
- PMHCC
- Popeye’s
- Produce Junction
- Quadrangle
- Quiznos
- Red Robin
- Redwood Airport Services
- Regal Theater
- Rich Blaker
- Ridge Avenue Shelter
- Rite Aid
- Riveredge

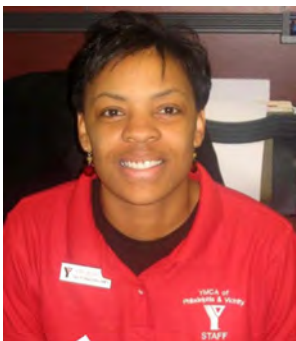
## SPOTLIGHT ON EMPLOYERS!



Melissa has been an employee at Walmart for the past two years. She is responsible for greeting customers as they enter the store, marking returns, and handing out flyers. While being supported by SPIN employment services, Melissa has needed supports while greeting customers. **Kary Lester** instinctively knew that the key to Melissa's successful employment was to frequently stop by to talk to her and, although it was not his responsibility, he visits with her several times during her shift. He always treats her as a respected employee and simply makes sure she is having a good day and encourages his front-end staff to do so, as well. Mr. Lester is a wonderful advocate for Melissa and truly values her as a part of his team.



Richard has been employed by Wawa for over three years and is responsible for a number of tasks in the store. Along with SPIN's employment services, **Anthony Powell** has complete confidence in Richard's abilities. When Mr. Powell was transferred to another store, he took Richard with him. Seeing that Richard thrived on sharing job information with his co-workers, he enlisted his help in training new employees. Richard has helped train twelve new employees over the past few years. With the identification of Richard's leadership potential, Mr. Powell facilitated the growth of natural supports in the workplace.



**Kim Worley** has worked with Michelle Webb for the last two years of Michelle's fourteen year employment at the YMCA. Starting in the day care center, Michelle spent much time over the years working with children, but decided that she wanted to try something new. Today, Michelle works in the office at the YMCA, and Ms. Worley is a big supporter. She supported Michelle in completing trainings, such as CPR and First Aid, and has also attended job-related conferences. Because of natural supports by Ms. Worley on the job, Elwyn's job coaching supports for Michelle are minimal today.



**Shirley Clemson**, of Super Fresh, hired Albert for his first paying job. He is responsible for gathering carts and baskets, bagging groceries, returning merchandise to the shelves, and janitorial work. Ms. Clemson provided Albert with a list of tasks that made it easier for him, along with his Interac support staff, to complete his job duties each day. She also adjusted his schedule to accommodate his enrollment in art classes at University of Philadelphia and placed his art work of SEPTA buses in the store where he has received many compliments of his work.





## ***Employment Mentors Course***

Networks' Employment Mentors Course is designed to create a network of Employment Mentors committed to the belief that employment is for all, regardless of the disability label. The course provides aspiring Mentors with a wide range of information, techniques and useful tools to share their learning with others. The course content and experiences assist Mentors in changing negative perceptions regarding employment potential, creating a culture of employment in the Philadelphia community, and developing the drive and passion to spread the word that employment is for all – Philadelphia's Vision for Employment!

The goal is to increase awareness and knowledge while supporting individuals to gain inclusive, meaningful employment. There is a need to expand the typical ways of thinking about employment, because all of us can participate, assist, provide resources, connections and opportunities – become part of a network to Make Employment Happen!

Do you have the interest, desire and passion to learn and explore the possibilities of employment for all? Then the Networks Mentors Course is for you! Go to <[www.networksfortraining.org](http://www.networksfortraining.org)> for more information.



***At the 2007 PA Employment Symposium, Dream Job Award winner Margie Berger (center) accepts her award from (left) Networks' Shauna Roman, Octavia Green's mother Josephine Thompson, PATH Job Coach Christine Dillon, and MRS Director Kathy L. Sykes.***



***In 2009, Margie Berger nominated her two supervisors, Maria DiMartino and Clair Holloway, of the Municipal Court of Philadelphia, because "They understand about my disability." The two supervisors have devised many ways to accommodate Margie so she can work happily and productively at her Dream Job ... now going on twelve years!***



## SPOTLIGHT ON EMPLOYERS!



After Kevin began working at Club LaMaison as an intern, **Debbie Smalls**, Front Desk Manager, and **Erin Graziano**, Fitness Manager, recognized his potential and hired him. Debbie and Erin have helped Kevin feel comfortable at work and have encouraged other co-workers to engage Kevin in learning new tasks.

From the very beginning, **Joe Kennedy**, Quality Assurance Manager at CVS, made sure that David's desire to attend classes at Community College was taken into consideration when the work schedule was developed. Conscientiously, Joe adds new tasks to David's list so that he can grow within his job with the possibility to move upwards in the future.



## Spotlight on Employers!

### Saluting the Companies that are "Making Employment Happen"

- Ross
- Rowen Elementary School
- Ruby Tuesday
- Sacred Heart Home
- Salad Works
- Salvation Army
- Samuel Gompers School
- Sayre Middle School
- School Board
- Second Mile Center
- Service Management Systems
- Sesame Place
- Shelly's Pharmacy
- ShopRite Market
- SMS
- Sodexo
- Sofitel Hotel
- Sonny Drapczynski
- SPIN, Inc.
- Springside School
- St. Agnes Center
- St. Jerome's
- St. Joseph's University
- Staples
- Stenciling by Lena
- Steve and Barry's Apparel
- Steve Stein's Famous Deli

## **SPOTLIGHT ON EMPLOYERS!**

### ***Building Employer Relationships—Chamber of Commerce***

Six provider agencies who are members of the Greater Philadelphia Chamber of Commerce – CIS, COMHAR, JEVS, PATH, SPIN and St. John's Community Services – participated in a project developed through the Medicaid Infrastructure Grant (MIG) by AHEDD, the Chamber, MRS and Networks for Training and Development. The purpose of the project was to enhance employer relationships through the development of efficient networking techniques. The Chamber offered opportunities for the providers to meet employers in both small and large group settings to learn how to best share their message. These 'speed networking' opportunities helped the providers to polish their communication skills in brief time increments and refine their message about their business, their mission and ways to mutually benefit each other through the hiring of motivated, dependable employees.

The ultimate goal of partnering with the Greater Philadelphia Chamber is to develop and maintain employer relationships, leading to increased numbers of individuals working in the community. This partnership can be an important way to connect human services providers and the local business community in ways that are mutually advantageous. Supporting individuals to have an opportunity for employment is a win-win situation for employers' bottom line and their community.

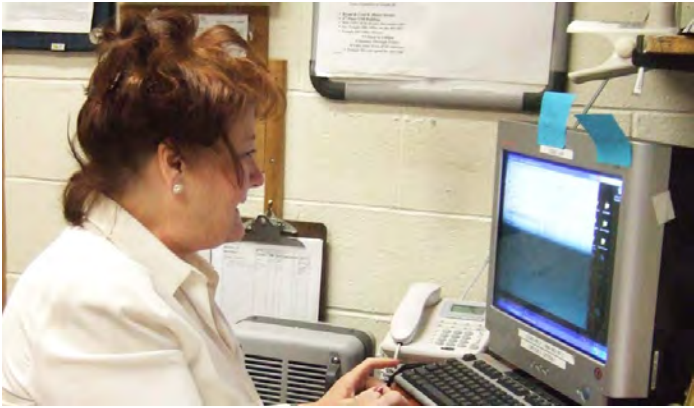


## **Spotlight on Employers!**

### ***Saluting the Companies that are "Making Employment Happen"***

- Sulzberger School
- Summerville Child Care
- Sunoco
- Superfresh Market
- TJ Maxx
- Taco Bell
- TAIG
- Tanway Enterprises
- Target
- Team Clean
- Temple University
- TGI Friday
- The Chimes, Inc.
- The Stratum
- The Union League
- Thriftway Supermarket
- Town Talk
- Trish & Tim McFillin
- Turf Club
- UCP
- Unica for Women & Kids
- United Artists Theatre
- University of the Sciences
- University Pizza
- Vernon's Cleaning Service
- Villanova University
- Visiting Professionals
- Wachovia Center
- Weaver's Way
- Walgreens
- Walmart
- Wawa
- We Wash It
- Wendy's
- WES Health Centers
- William Guarniere
- Williamson Hospitality
- Woodcock, Washburn LLP
- World Café Live
- YMCA
- Zitner's Confectionary

## SPOTLIGHT ON EMPLOYERS!



In 1998, CIS approached Dolores Abbonizio, Manager of Temple U. Dining Services, about hiring an individual who had lived for forty years in an institution. When he began working, he had no experience, and Dolores was instrumental in helping him achieve things no one thought possible. When Dolores was transferred to another location, she requested he be transferred as well. Dolores has also hired other individuals with disabilities and has given many recommendations to other employers in an effort to promote the hiring of others.



McDonald's Manager Mike Nasielski recognized Mr. Jones' talents and desire to work and, after a year On the Job, increased his work hours and days to five days a week. Additionally, Mike has been flexible in Mr. Jones' work schedule so he can practice his faith.



As an employer, Darren Hutchinson has supported his employee with disabilities for over five years. He always makes sure he feels like he is part of the team and is holding his job open while the employee is ill and has taken an extended leave of absence.

Vernon Waiters, owner of Vernon's Cleaning Services, has a small company with five employees. Allen has worked there for only nine months, but in this short period, Vernon has created a customized job for Allen. He has gone out of his way to get to know all of Allen's team and believes strongly in giving people a chance.







Hello, my name is Kevin McAfee, and I wanted to share the wonderful things that have been going on in my life for the past year. Wow...I can't believe it has been one year since I began my Janitorial training with PDDC's Employment Partners program. The Employment Partners Supports Team always made me feel comfortable and positive that I can do anything if I tried hard enough. Although I am still rather quiet, you can always catch a huge smile on my face. Do you know why? I feel great that I now have a job working at Shop Rite! I am a hard worker. I have good customer service skills. I am always on time and prepared for work. Best of all ... I have a paycheck!

## ***We're On the Job!***

***No matter how quiet I am, my work speaks for itself. I must be a product of the saying – actions speak louder than words.***

Corey Sweet's job as a dishwasher at Pizza Hut entails SEPTA travel on more than one bus. He gave it his best and learned the route with the help of his Employment Support Specialist at COMHAR. Time passed and Corey got bored with dishwashing. His coach saw this and talked with him about learning new tasks. He now measures and weighs foods, reads the charts to prepare the pizzas, and even makes some of the pizzas.

***Corey has gotten a promotion and is happy with his job and the enrichment of his life.***



"I really like my job. I love getting paid, and I have friends at the store!" says Dante Candelora (left, with a store manager), a stock clerk at a Rite Aid store in Center City. Dante stocks the cooler and rotates dated products. He operates the baler that binds cardboard boxes for disposal and returns overstock items to inventory. He has performed functions in the photo development lab. At the time, Dante was supported by CIS.

***I like to help people find the things they are looking for.***

“I love my job at the Comegy School,” says Edward Tunstall, who is employed as an Assistant Food Service Worker for the School District of Philadelphia. “I meet many children who depend on me and my supervisor, Ms. Annette Haynes, to feed them.” Supported by KenCrest Services, Edward also has the whole-hearted support of his family in his employment success.



***“I have learned to earn for myself and always by the grace of God, I am able to buy pretty things for my mother and sisters,” says Edward.***



Antonio Cosme loves fashion, which makes his job at Burlington Coat Factory a perfect fit. For the past six years, Antonio has been maintaining the coat section of the store, moving merchandise, taking inventory, and his favorite task, assisting customers with their purchases. Antonio loves talking about his job and especially likes it when new stock comes in. Supported by Elwyn, he works hard at his profession and is proud of a job well done.

***Antonio's fashion job  
is a perfect fit!***



## ***We're On the Job!***

***"I love my job because I am the King of Pizza!"***



Employed by the School District of Philadelphia at Bartram High School, Vincent Austin credits his mom for supporting his employment success, the staff at Bartram, and his KenCrest CIE team. "The highlight of my job was when I learned how to work the point of sales computer system," says Vincent.



***For 15 years, Walter Kesler has been employed by the School District and supported by KenCrest. Says Walter, "As a General Cleaner, I have been able to meet many people and build great relationships ... from the students to the Superintendent!"***



After high school, Roxanne Negron attended PDDC for training in child care because she always had a desire to work with children. She started her internship at Campbells Kids Day Care, and she's been there every since. Roxanne is supported On-the-Job by JEVS. The children adore her, and Mrs. Campbell says, "Roxanne is a great asset to us. She is always on time and ready to lend a hand."



Christopher Cook is supported by Interac. After just a short time working with his job coaches, Christopher was "On the Job" as a crew member at KFC. When he is not working, Christopher enjoys Interac's Activity Center, participating in community outings, exploring volunteer opportunities, and attending skills-building classes.



## ***We're On the Job!***

***Customers in the store would often stop in to chat with Matthew without making any purchase.***



In 1998 Matthew Shuler trained in food services through PDDC. He began working at Fresh Fields/Whole Foods Market as a utility worker. While there he received a promotion and a pay raise.

In 2007 Matthew returned to PDDC to build more work skills. He is now working as a Customer Service Associate at the Philadelphia International Airport.

John Kilroy has overcome many challenges to lead a successful and independent life. John has Asperger's Syndrome and developing social skills was difficult. John works at COMHAR, in the medical records department. It is a big responsibility, filing and locating records, and organizing the files. John takes his work very seriously. If a requested record can't be located, it isn't there! John has won a Brighter Futures Award.



***John's determination landed him in the job he wanted— working in a record room.***



Demetrius Blanding gets out of bed and sits down with a bowl of cereal, his headphones pulsating with rap music. Then, he gets ready to go to work. This sounds like the life of a lot of twenty-something young men, and that's what makes Demetrius' story so extraordinary. For a young man whose choices were extremely limited living in an institution, choosing a box of cereal for breakfast is a big deal. Working, supported by SPIN, is an even bigger deal because, after working at Wawa for a while, Demetrius now works for the State Police Department and PennDot. He is very pleased with his career choices. Demetrius has won a Brighter Futures Award.

***Every day, Demetrius now makes choices that many of us take for granted.***

***“Best of all ... I have a paycheck!”***

***We're On the Job!***



At her job with A. J. Wright, a retail discount outlet, the employer trained both Daniela Zema and her CATCH job coach on how to approach suspected shoplifters. This was no problem for the socially-outgoing, enthusiastic Daniela, who said, “I’m only doin’ my job,” to a suspected shoplifter! “Look ma’am, my boss says if you don’t let me look in your bag, I have to call security.” Soon, Daniela was awarded an A. J. Wright gift certificate for being named the Loss Prevention Employee of the Month.

***The store management truly appreciates Daniela’s detective-like intervention style!***

Karis Schofield has been working successfully, supported by Interac, at the ShopRite in Roxborough for over five years! Karis is right up there on the front line as a greeter and bagger. She welcomes customers with a smile, a pleasant hello, and some social conversation. Karis is an excellent bagger and always remembers to separate the fragile items.



***Karis won’t put your eggs in the bottom of your shopping bag.***



***Anthony is also a homeowner, loving husband, and a dad. How successful is that?***

In 1992 Anthony Natale began a job at St. Agnes Medical Center to maintain the exterior of the hospital two hours a day. Anthony was very motivated when he learned he would be earning a paycheck while in CATCH’s training program. About a year after Anthony joined the cleaning crew, CATCH got a call from St. Agnes Center inquiring what they needed to do to hire Anthony! Almost seventeen years later, Anthony is still working there – but as a full-time employee with benefits.

## ***We're On the Job!***



***Brian tells you with pride,  
"I'm Brian Bush, I work here."***

Brian Bush's abundant energy has created challenges for Brian throughout his life. Now he channels his energy into being a valued employee. Tom Devern, the manager of Angela Jane Pavilion's dining services, wishes he had more employees with Brian's work ethic and positive attitude. When he started working, Brian learned his job quickly, but needed support maintaining focus and working at a consistent pace. Supported by his Employment Specialist at SPIN, eventually he will be completely independent on his job with only the supervision and support of his coworkers.



Shenice Haythe has been associated with the Philadelphia Developmental Disabilities Corporation (PDDC) for about thirty years. Shenice began PDDC's job training program when she left high school and obtained a job at Cigna, where she worked as a mail clerk for fifteen years. In 2000, Cigna underwent significant layoffs, and Shenice's job was on the firing line. Shenice was fortunate to find that PDDC had an opening in the Communications Department, and her skills fit the job requirements perfectly! "I run errands, make copies, and help other people," said Shenice. In addition, she also works at Wawa. Shenice has won a Brighter Futures Award.

***I'm a hard worker. I get along with people, and I do what I'm supposed to do.***

***"I love my job. I feel joy; I feel more like a man," Charles says with conviction.***

Charles Shinholster is supported by St. John's Community Services. Formerly employed by Applebees, Charles is now focused on working at a nursery doing landscaping.





## ***We're On the Job!***



When Market Place Redwood told PDDC they wanted to hire a hard worker with a friendly personality, his Employment Partners job developer recommended Tyrone Laws. Known for his upbeat personality and love of work, Tyrone offered just the kind of customer service companies look for. Always persistent, Tyrone continued to work with his Employment Partners Job Developers when he was laid off from a previous job. His persistence paid off; the match at Redwood proved to be a terrific one. When asked about what he's learned from working in the community, Tyrone isn't shy: "I'm courteous. I do a good job. I'm helpful. And if I don't know how to do something, I always ask my supervisor."

***Tyrone became famous for his catchphrase, "I just love to work!"***

"Hello, welcome to Wal-Mart!" Melissa Rafferty, supported by SPIN, has greeted customers at the Neshaminy Wal-Mart for over three years. Her manager says she learned to use the complicated scanner gun for returns right away.



***Sammy welcomes every new challenge.***

Supported by SPIN, Santos "Sammy" Toledo started out cleaning the lunchroom in a Philadelphia elementary school. Here with his Manager Colleen Pietrzak, Sammy has added a few more jobs to his resume during his six-year tenure.

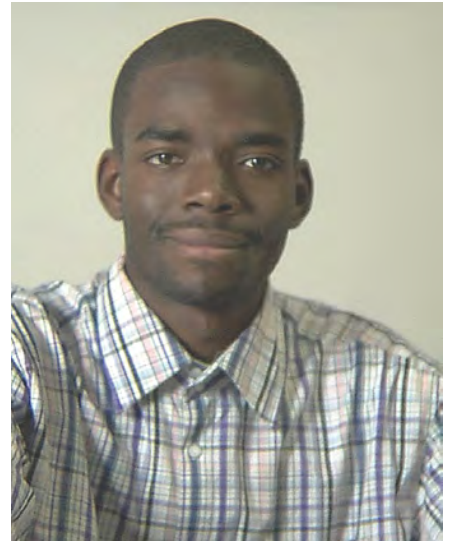
***"The highlight of my employment success story is that I am treated with respect and that the students make me feel nice whenever I serve them," says Jermaine Jackson, who is a Food Service Worker for the School District of Philadelphia and is supported by KenCrest Services. "I love my job and miss it during summer break! I want to thank my Mom for helping me become a success."***

## ***We're On the Job!***



Kentu X is supported by St. John's Community Services and is a proud employee of Weaver's Way in Mt. Airy. He's the big guy with the friendly grin who stocks shelves, cleans up, and unloads trucks. His favorite part of his job is the people he meets – Kentu is a people person! He loves to talk about the Phillies and was an active campaigner for President Obama. Jon Roesser, human resources manager at Weaver's Way, says, "Kentu has a very easygoing personality, and he is very reliable. You can set your watch by him. And he's great with customers!"

Michael McClendon wanted to work, but not just any job. His dream was to be in an office setting where he could wear dress clothes, carry a briefcase, and have his own office. He also wanted to learn how to answer phones, transfer calls, fax and send email. Supported by St. John's Community Services, Michael has landed his dream job! Michael is employed by Temple University as an Office Assistant. He does all the tasks he wanted to learn and more. Michael works five days a week for a few hours each day, on a flexible schedule. Since experiencing his employment success, Michael has become very independent. He loves to eat lunch with his coworkers and discuss life with them. Thanks to his employment success, Michael is saving money to one day live independently.



***Kentu and Michael can both be seen in the One City, One Vision video.***



***Jermaine Johnson, a General Cleaner for the School District of Philadelphia (seen here at left with his KenCrest Services job supporter), works at the Kinsey Elementary School. "The teachers always come to me for supplies," said Jermaine. "They make me feel good about coming to work."***

# We're On the Job!



***“I am nice. I will talk to you. I am always willing to help out at work.”***

Deborah Wilson’s willing personality is what makes her a valuable Crew Member at Wendy’s Restaurant since 2007. Supported by KenCrest Services, Deborah has worked hard to realize her employment success and says that her supervisor, Iris Gomez, really supports her On the Job.

Jeremiah is a porter at Dunkin’ Donuts and is responsible for unloading trucks, organizing stock, and custodial duties. He fills in for other employees when needed. Not only does he work thirty hours a week, he can be counted on to be ready for deliveries at 5 a.m.! Jeremiah is supported by AHEDD.

***Thank you to the people who allowed us to put their success stories in this booklet!  
You are all leading the way for others to realize they, too, can be successful  
and realize their dream of employment success.***

|                                  |    |                          |    |                             |    |
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*Our stories matter ... your stories matter ... for you never know how much of a difference they make and to whom. — Caroline Joy Adams*

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