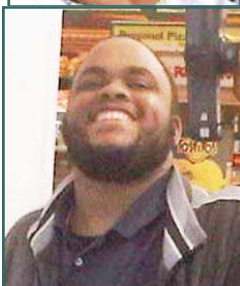




“COMMUNITIES AT WORK!”



Employment 1st Philadelphia 2013



Providers of Employment Support Services

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

Today, more than ever, IDS, 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.

It's all
about
community!

Providers of Employment Services support people to find and retain jobs of their choosing that pay at least minimum wage.

*Residential providers providing employment supports.
See the PA ODP website <www.dpw.state.pa.us> for a complete listing.

What is Employment 1st?

What is “Employment 1st”? It is policies that focus on integrated, community-based employment as the first option for individuals with intellectual and other disabilities. Employment 1st means expecting, encouraging, providing, creating, and rewarding integrated employment for youth and adults with disabilities. In an “Employment 1st” state, sheltered employment and non-work day activities are no longer acceptable outcomes.

The goal of Employment 1st Philadelphia is to increase the number of people employed in the community and for everyone we support to have the opportunity for employment.

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.

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Employment 1st

Employment 1st Philadelphia is an initiative of Intellectual disAbility Services 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 Intellectual disAbility Services (DBHIDS).

EMPLOYMENT 1st PHILADELPHIA

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.

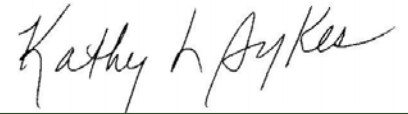
EMPLOYMENT IS NOT –

- "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, travel training, or food shopping.
- 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.

Thanks to all who contributed to and appear in this booklet and for working to "Make Employment Happen!"
Editor Jeffrey Orlin ~ Design & Layout Linda Falotico



**A Message from Kathy L. Sykes, Director
Philadelphia Intellectual disAbility Services (IDS)**



Welcome to the 2013 Employment 1st Philadelphia “Communities at Work!” Booklet. Employment 1st focuses on employment in the community as the first option for individuals with intellectual and other disabilities. Employment 1st means expecting, encouraging, providing, creating, and rewarding integrated employment for youth and adults with disabilities. In an Employment 1st state, sheltered employment and non-work day activities are no longer acceptable outcomes.

This booklet highlights the stories of individuals who have overcome barriers and realized their dream of employment success. Each individual success story reminds us that for many people employment and being On-The-Job is a key aspect of living a full “everyday life” in the community and that everyone deserves the opportunity to be supported to achieve employment success. Philadelphia IDS continues to support individuals, families, employment support providers, supports coordinators and others to overcome barriers to community employment and increase the number of individuals who choose work and succeed “On the Job.”

In FY13, for the first time in two years, there is funding to provide support services to high school graduates. IDS is committed to supporting transition-age students and graduates. Because being employed in the community is an important part of inclusion and making community connections, I urge all supports coordinators to be Employment Ambassadors and to help close the information gap by supporting individuals and families to understand that many barriers and disincentives of the past no longer exist. For transition-age students, let’s support them with high expectations because when we graduated, we were expected to work. We should have the same expectation for people we support.

With a new waiting list initiative expected in FY14, there is an opportunity to support more young adults to work.

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, young people are overcoming barriers to realize their dreams: transitioning from school to work and adult life, choosing employment instead of a workshop, finding their dream job. They understand the power and benefits of employment. Next year, let’s hear more people say, “I’m On the Job!”

Employment Support Providers continue to do an excellent job of supporting people to find and keep jobs of their choosing. Assistive technology, creative accommodations and natural supports assist all of us to “Make Work Work.” I acknowledge the important work of job developers, job coaches and employment specialists, for all they do to help individuals succeed “On the Job.”

This year’s 14th Employment Supports Symposium, “Communities at Work!” continues to emphasize partnerships and furthers Employment 1st. Creating a ‘culture of employment’ requires collaboration among all stakeholders and a commitment to the belief that everyone belongs in the community workforce. A ‘culture of employment’ requires a commitment to realizing positive employment outcomes and the resources to ‘Make Employment Happen.’

I thank you for your ongoing commitment to Employment 1st. There is more work to be done. IDS and PA ODP are committed to increasing the number of individuals with intellectual disAbilities working in the community and for everyone to have the opportunity for employment. We want to see Pennsylvania truly embrace “Employment 1st” for everyone!

As we move forward, I encourage each of you to think about how YOU can contribute to make our vision a reality: Employment 1st — Employment for All!



**EARLY, EVERYWHERE,
EXPECTATIONS**

**POSITIVE
ENCOURAGEMENT**

RAISE EXPECTATIONS

Back in 2006, when we launched Vision for Employment 2010: We're On the Job!, 2010 seemed so far away! As the year 2010 came to a close, many stakeholders came together to take stock of the progress we'd made, discuss what remained to be done, and chart a new direction! The result is the Employment 1st Philadelphia P.A.T.H., guiding the efforts of the Steering Committee and its Workgroups through 2015.

6



The Employment 1st Philadelphia! P.A.T.H. is always on display to proclaim the power and benefits of employment in the community and to share the Vision for Employment with all who come to IDS. The P.A.T.H. embodies a system-wide commitment to Make Employment Happen for individuals we support.

issues that separate people simply go away. In this time when we all should be thinking about ways to improve ourselves and society, jobs and career planning for the people we represent is one of the important ways of achieving a better and more diverse society.”

What are your ideas? Think about how you can share the Vision! Together, we'll continue to break down barriers to employment, create partnerships that support a culture of employment, and develop strategies that support an Employment 1st philosophy in Philadelphia and across Pennsylvania!

2013 EMPLOYMENT SUCCESS STORIES

David Fialkowski

David and his sister, Mary, display the receipt of his City of Philadelphia Business License.



CIS Customized Employment Specialist Devin Hamilton has been working closely for the past year with David Fialkowski. Through discovery, Devin was able to learn a great deal about David's interests, skills, and ideal conditions of employment. Conversations with family and those who know him well revealed David's love of sports, water, and music. Devin was able to develop and coordinate several work trials with David, trying many different tasks such as using a folding board for shirts, pouring water, and trying different apps on an iPad. He found that David is easily fatigued and looking at David's strengths and

interests, Devin felt that self employment would be the best option.

David's sisters are very supportive of him, which helped to alleviate many of the concerns that typically come with self employment. During one discovery visit, when going out in a van, David's staff handed David the van key to unlock the door, which he did. This led to a trial with a bubblegum/capsule vending machine. David was able to unlock the machine, pour the merchandise into the machine, retrieve the change, and relock the machine.

In addition, ideas were tossed around about how to incorporate music into a business for David. In looking at the needs of local music venues, it was discovered that many venues did not sell earplugs and the ones that did sold very few due to lack of advertising for them. Using his own social capital and encouraging other CIS staff members to do the same, Devin secured a location for **David's first earplug vending machine** in December. The machine, as well as a change machine was purchased through grant money.

The past two months have shown that this can be a profitable venture for David. David recently acquired his business license and several local music venues have shown interest in having one of David's machines on site. David is learning to independently put the earplugs in the capsules, and David's sisters have offered to help with needed transportation. Another location for a machine has been secured and the machine will be placed in the venue in early April. CIS is pleased to be able to assist David in further developing his unusual – but useful – small business.

David's earplug vending machine is turning out to be profitable and more local music venues are showing interest.

EMPLOYMENT 1st PHILADELPHIA



Tyesha Mackey

Tyesha Mackey is an independent, assertive 26 year old woman who lives on her own in a supported living home in Philadelphia. Previously Tyesha worked at the Philadelphia School District as a food service worker for six years, but it was not the career she desired. In May 2012, Tyesha left to search for employment that met not only her skills, but also her passions and began exploring the arts at Oasis Arts Center. There she met her teacher and mentor, Dahlia, of RedHouse, and discovered a love of sewing and designing that was the catalyst for opening her own business, **Tyesha Designs**.

With the help of Corey Smith from Via, **SPIN Employment Services**, and a grant from Pennsylvania Developmental Disabilities Council-

Employment Reform Resource Project, Tyesha set up an in-home studio equipped with a sewing machine, cutting tables and fabric. She enjoys the convenience of having her own sewing studio because she has the freedom to work when she is creatively inspired! Tyesha customizes her creations with lots of ribbon, bows, ruffles, buttons and flowers, and Tyesha Designs recently received a generous donation of fabric to help get her started.

Tyesha has private in-home and group sewing lessons with Dahlia to improve her sewing skills, increase inventory, and design new products. She is happily expanding her product line to include wristlets, make-up bags and scarves and has over twenty items in stock. She and her Employment Specialist are developing a brand for Tyesha Designs, designing business cards, comment cards, receipts, custom order forms, and marketing and office materials.

Last November, Tyesha Designs set up her first sales event and sold beautiful, handcrafted purses, scarves, hair bows and fanny packs to over 100 people! As the evening progressed, Tyesha became more comfortable selling to customers and explaining her designs. The highlight of the evening was when Dahlia came to support her at the event. Tyesha made \$113 and learned a lot about sales and customer service.

Currently, Tyesha is working on projects for her next selling event. Tyesha learned a lot about starting a business from her relationship with Corey Smith, SPIN and training from the Women's Business Development Center. She is learning the financial aspects of being a business owner, which include a monthly budget and planning for supply purchases and event costs. Customized Employment gave her the opportunity to explore employment in a new and exciting way. Tyesha loves being a business owner and especially loves working for herself!

Tyesha enjoys the convenience of having her own sewing studio so she has the freedom to work when she is creatively inspired!

Kenny Green

Kenny Green was born in 1979 and diagnosed with Prader-Willi syndrome, a rare genetic condition that causes intellectual disability and a compulsive appetite. Kenny struggled for years with this syndrome, often feeling hopeless, fearful and alone. As he grew, mood swings, anxiety and emotional explosions became the norm for Kenny, making it difficult for him to make decisions, become independent, set goals, build relationships, and later, find meaningful work. Kenny thought his dreams of finding a job, creating a relationship with someone he could cherish, and becoming independent would never be realized.

“I tried other programs before and they didn’t work out. I felt hopeless,” explained Kenny.

But in 2009, that all changed when Kenny entered PDDC’s vocational training program, and he began to flourish. Kenny started to make friends, achieve goals, and learn basic job skills and workplace etiquette. He also became a self-advocate and discovered ways to cope with his mood swings and outbursts, and it wasn’t long until Kenny took a life-altering step toward managing his food compulsion.

Once Kenny was able to address his physical and emotional challenges, his dreams of becoming more independent were within reach. Kenny expressed an interest in janitorial training. His support team added Community Integrated Employment services to his Individual Support Plan enabling Kenny to attend Job Club and receive janitorial training at PDDC. Kenny made great progress during his training and was soon recommended for placement at PennDOT.

Kenny is successfully advocating for himself at the Bustleton Avenue PennDOT, where he works three days a week.

“I met other people at PDDC who were doing the same type of work and working toward their goals and that encouraged me to accomplish my own. The training really prepared me for the job I have today.”

Today, Kenny, now 34, is successfully managing his condition and advocating for himself at the **Bustleton Avenue PennDOT**, where he works three days a week. Kenny offers hope and encouragement to others, including his girlfriend of four years, whom he met during

his training at PDDC, and who is also diagnosed with Prader-Willi. Kenny’s staff, Quiana Robinson, told us that Kenny is doing great, adding that, “He’s accomplished a lot and is now more in control of his behavior than ever.”

Kenny’s transformation can inspire all of us. With his newly developed confidence, a job in the community he enjoys, a woman he cares about, and people who love him, Kenny is living his dream.

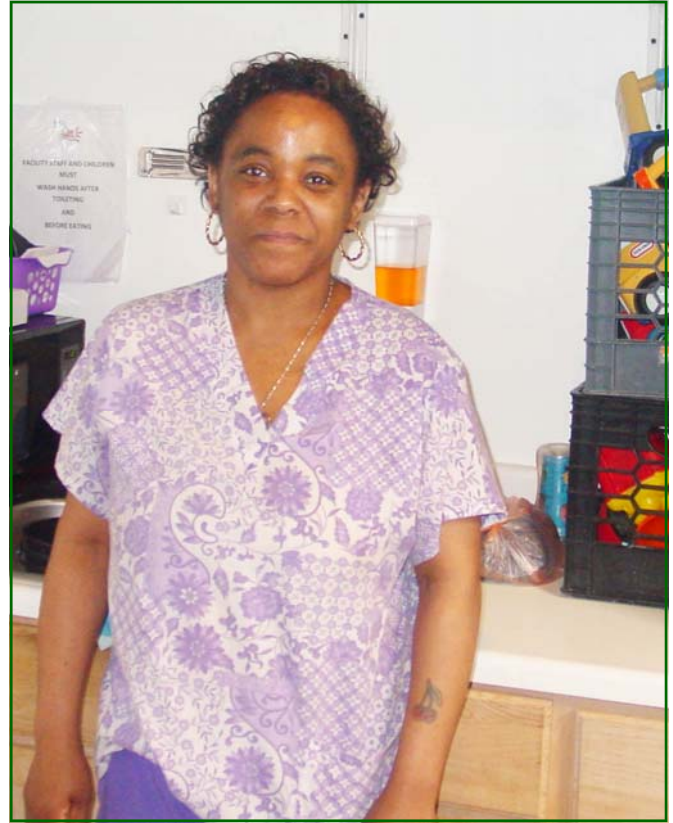


2013 EMPLOYMENT SUCCESS STORIES

Nicole Radcliff

Nicole Radcliff came to **CIS** by the road less traveled and her story is one of strength, dedication, commitment and staying true to herself in reaching some goals and being miles apart from others, yet never giving up. When Nicole came to CIS she had successfully worked in daycare for ten years. However; with the changing requirements for daycare, it was uncertain how she would be able to get back into the field.

Nicole was committed to the process and canvassed her neighborhood for daycare centers in addition to what her CIS team did on her behalf. However, denials followed each interview. Employers were attracted to Nicole's resume and her longevity, but once we met face-to-face, Nicole's difficulties in communicating and, more importantly, her passion did not translate during interviews. In the fall of 2011, Nicole was hired at Kmart working in the toy department. This position filled her need for income, yet not her passion for care giving. She is the backbone for her mother and was for her late brother. His passing during Nicole's job search saddened her; however, it gave her a new level of strength. "My Guardian Angel, he is looking down at me and so proud," she often says.



Nicole's "miracle" was her discovery of the Miracle Moment Early Learning Center, near her grandmother's home. She introduced herself to Ms. Campbell, the owner, and they immediately connected.

Nicole was laid off in early 2012 and it was then that a "miracle" happened. Nicole found a new daycare center near her grandmother's home — the **Miracle Moment Early Learning Center**. She introduced herself to Ms. Campbell, the owner, and they immediately connected. With support from CIS, Nicole began her employment in February 2012. Taneeshi Campbell, the proprietor and lead teacher of the Center, saw all of Nicole's gifts.

Ms. Campbell and her staff provide natural supports for Nicole, and Nicole continues to learn more to be able to give more to her students. Nicole taught us the true meaning of perseverance and to never let anyone minimize your gifts. She is a self-advocate in every sense of the word and continues to succeed On-The-Job!

EMPLOYMENT 1st PHILADELPHIA



Sherrill Henry *"DJ RillStar"*

Sherrill Henry is a caring and friendly young lady. Sherrill loves her family and has a passion for music. She is a great listener and remembers little details from conversations like birthdays and favorite songs. Sherrill has a visual impairment and after many years of looking for a fulfilling job, she was spending most of her days sitting in her house listening to music since her graduation from high school in 2006. Her **SPIN Employment**

Services Team decided to utilize the Discovery process to learn more about Sherrill's capacities and interests. Sherrill and her team focused on Sherrill's passion for music. She has an expansive knowledge about artists across many genres of music and always knows the latest hits and has a great memory of what songs are on which of her CDs. Sherrill is legally blind, but is able to feel the difference in her CD cases to tell which CD is which and remembers where she stored them.

Sherrill and her team began exploring Sherrill's becoming a DJ that plays family friendly music. Sherrill talked to other DJ's about doing gigs, and she and her business team formed a business plan to put this dream job into action. With the support of her team, Sherrill officially opened her own business, **DJ RILLSTAR!** With funding from the Pennsylvania Developmental Disabilities Council-Employment Reform Resource Project, Sherrill purchased DJ equipment and music and began her DJ training. The detailed training was tiresome as she had to learn how to use her equipment solely by feel and memory. Sherrill is soft spoken, but DJ RillStar needed to be outgoing so DJ RillStar practiced her "DJ persona" by coming up with fun phrases to say to her guests between songs. To help market DJ RillStar, a webpage, and accounts on Facebook and Twitter were created. She has her own logo and business cards to help promote her family friendly DJ business.

DJ RillStar had her first paying gig on February 15, 2013, and was also the DJ for a private birthday party held in March. After the first gig, she could not stop smiling and everyone was applauding what a great job she did. One of her first clients commented, "DJ RillStar played exactly what we wanted. It was my daughter's 40th birthday party, and she had a fantastic time. Even her mother-in-law, who never gets up and dances, was dancing to DJ RillStar's music. I highly recommend her, and I will use her for any parties in the future that I need music for!" Sherrill is extremely excited to be making money and is proud to say she is self-employed and successful! Another story of passion and dreams leading to employment success — check her out at www.djrillstar.com.

Sherrill is extremely excited to be making money and is proud to say she is self-employed and successful! Check her out at www.djrillstar.com.

2013 EMPLOYMENT SUCCESS STORIES

Tony Cobia



Tony Cobia has traveled a long way toward a more independent life since leaving his family home in 1994 as a teenager to live at Melmark. Supported by Melmark until 2001, Tony then moved into LifeSharing with Ron Hines and his family, supported by **Catholic Social Services**, where he continues to live. He receives supports coordination services through **Partnership for Community Supports**. Tony has developed excellent upper body strength to transfer in and out of his wheelchair, which he needs due to physical challenges, and he prefers to self-propel his wheelchair for exercise. Tony takes care of all of his personal activities of daily living, which are very important to his health.

In 2002, Tony received job coaching services through Devereux Industries. Ron Hines helped Tony complete an employment application at King of Prussia United Artist Theater, located in the King of Prussia Mall area. Tony was hired as a ticket taker and through a theater change to Regal Cinema, Tony continued in his job. Originally, transportation was a challenge, but using ParaTransit, he has learned to schedule his own rides to and from work.

Working at Regal Cinema is Tony's dream job and is central to his life. He enjoys going to work each day, greeting patrons, collecting admission tickets, directing them to the restrooms, concession stands and telephones, assisting in finding the right movie locations, and counting and recording the number of tickets collected. He enjoys the socialization and physical activity and depends upon the income that provides spending money. Despite physical, transportation, and medical challenges, Tony has worked successfully for **Regal Cinema** for over eleven years, independently without a job coach.

Despite physical, transportation, and medical challenges, Tony has worked for Regal Cinema for over eleven years without a job coach.

A friendly and easy going person with a great sense of humor, not only is Tony a hard worker, but he has many friends, enjoys playing wheelchair basketball at the gym, playing video games, swimming, shopping at Best Buy, and going to Atlantic City. Tony has a close relationship with his grandmother, whom he visits at least once a month. Friday nights out on the town with Ron add to the full and happy life Tony leads. Clearly, for Tony, employment success is a vital aspect of living that full life.

EMPLOYMENT 1st PHILADELPHIA



Tameeka

Tameeka is a young woman who has a bright future with the help of **JEVS Human Services'** Culinary Connections employment program. Culinary Connections is a hands-on training program for teens and young adults, 18 to 21 years of age, with disabilities, or persons aging out of foster care. Under the leadership of professionally trained instructor chef Clive Brooks, participants receive skills training leading to a job in culinary arts in as few as 24 weeks.

Then 20 years old, Tameeka joined the program in the Fall of 2012 after a very unstable life. Along with other participants, Tameeka received both classroom and hands-on training in a professional kitchen, learning essential skills in finding a job in the food industry. She excelled at knife skills—slicing, chopping, and dicing. Equally important, Tameeka was able to master job readiness skills: attendance and punctuality, job search techniques and interviewing, and on-the-job teamwork and communication. By the time she had completed the 12-week course, Tameeka had a thorough grounding in the technical and personal skills needed to succeed.

After receiving her ServSafe® Food Safety certificate, Tameeka interned in a kitchen at a major local university, where her mentor considered her a “fabulous” employee and hired her as a line cook upon completion of her internship. Her salary is well above minimum wage, she’s earning overtime pay, living in permanent housing, and can now afford her own cell phone.

JEVS staff is helping Tameeka complete her education to improve her long-term career prospects. Also, the university is looking for opportunities to promote her so that she can have a long and secure career with them. Perhaps most importantly, she’s able to work at a job that she loves and to live the successful life that she wants. She is now a self-confident young woman, who knows she can succeed.

When the JEVS program manager recently called the kitchen at the university to ask how Tameeka was doing, she was told, “Right now she’s flipping three omelets at once.” That’s a long way to come in just six months, but Tameeka has made it.



The kitchen crew at Tameeka's job.

2013 EMPLOYMENT SUCCESS STORIES

Francesca Roth



Francesca (bottom right) takes a vacation day with co-workers.

Here's what Francesca Roth has to say about her life — "Hello, my name is Francesca Roth, I'm 24 years old and I have a disability. I have had many challenges in my life, but I'm not going to let my disability stop me! I proved everyone wrong who thought I wouldn't succeed. Now I am doing what I have wanted to do since I was a little girl!"

While attending high school Francesca volunteered in a children's class in an elementary school. Graduating from high school at 21, with the support of Jennifer Schuler and Ruth Fell from **Partnership for Community Supports**, Francesca applied to the Academy of Adult Learning (AAL) on the campus of Temple University. Francesca headed to college!

This was a dream come true for Francesca, being the only person in her family to attend college. Francesca attended the AAL for two years, and her family and friends are so proud of this accomplishment. After Francesca graduated from the AAL, it was time for her to look for a job. With the support of her Job

Developer, Shana Goldberg, from **Community Integrated Services**, Francesca applied for **AmeriCorps** so she could fulfill her dream of working with children and was offered a position with a stipend and education credits. She quickly learned her job duties, and while winning over the hearts of her students, it gave her the opportunity to gain experience.

The program ended after a year, and she was hired as paid staff. Her Job Coach assisted her with travel training to her newly assigned school, helped her to complete initial hiring paperwork and assisted her in getting to know her new job. Working five days a week, Francesca again quickly became independent with her job duties. Her Job Coach checks in monthly, or assists Francesca when she has additional needs.

Francesca learned a lot from the AmeriCorps program. She told me once, "I loved all of my children. I also learned that you need to watch what you say around the children — they will repeat everything!"

Francesca tells anyone she meets how much she loves her job, and her lifelong dream of working with children has in fact become a reality thanks to her hard work, dedication and persistence.

~ Narrative by Kelly Carroll, Director of Operations, CIS

Francesca said, "I loved all of my children. I learned that children will repeat everything you say!"

Deborah Wilson

Deborah Wilson has come a long way from her years of living in foster care, institutions, and group homes. Debbie, 54, faces challenges associated with epilepsy, cerebral palsy, and bi-polar disorder. Being with **KenCrest Services** since 1982, she currently lives with a family through LifeSharing and loves her family. She receives supports coordination services through **Partnership for Community Supports**. Debbie has worked on communication skills due to her difficulty articulating speech, and she has let people know that she was tired of being told what she could not do! Luckily, she receives job supports from Kencrest EmployNet, and now holds two part time jobs: KenCrest housekeeping since 1993 and hostessing in the dining room at **Wendy's** since 2007.

It is very important to Debbie that she completes her tasks with excellence and currently has a job coach to help her do just that. Working has decreased her frustration with not being understood when speaking to someone, and she now calmly repeats herself so as to be understood. Debbie is punctual, a team player, and a fast learner. She is appreciative, generous, responsible, outgoing and has her own style. There have been times at Wendy's when management gave Deborah a new task that was initially too difficult for her. She never makes an excuse because of her challenges and finds ways to adapt to get the job done, asking for help from her team members to resolve an issue.

Debbie is happy that she is a part of her community and feels that working is her way of giving back. She uses a cane to walk up and down the bus steps, using public transportation unassisted. Most of the time, Debbie will even refuse a ride unless it is inclement weather. She gets pleasure from interacting with the regular customers at Wendy's and looks forward to building new relationships with those she encounters. She is also a member of a self-advocate organization, Speaking for Ourselves, and has learned to be an able advocate for herself and others.



Debbie never makes an excuse because of her challenges and finds ways to adapt to get the job done, asking for help from her team members to resolve an issue.

2013 EMPLOYMENT SUCCESS STORIES



Jimmy Cinque

Jimmy Cinque was one of CIS's first transition students in 2007 as part of the Transition Planning Project with Beth Mount. At his first meeting with CIS several things about Jimmy were revealed. He was friendly, he liked the ladies, and Jimmy was very interested in bugs. He brought a bug identification book to the meeting!

Early in development, CIS assessed Jimmy at the Zoo, the Academy of Natural Sciences, Steve's Bug Off, and Temple University. While completing a work trial at Temple, Jimmy's personality caught the attention of the dining hall management, and Jimmy was offered employment. Jimmy began working at Temple right after his graduation in 2009. Jimmy enjoyed the interaction with students and coworkers; however, there were some issues. He would easily become distracted by conversation with the ladies and transportation was difficult.

While Jimmy's job coach tried many things to help Jimmy become more independent at work, CIS felt that this may not be the best worksite for Jimmy. The team began developing something that more closely matched his talents, interests, and skills – specifically, bugs. Jimmy repeatedly expressed interest in beekeeping, so we tried a beekeeping assessment at which he did amazingly well. Jimmy also was really knowledgeable about bees.

We are pleased to announce the start of a new business opportunity for Jimmy, who is beginning **a career in beekeeping!** With the help of a grant from the DD Council, Jimmy is obtaining several beehives, which he will set up on local farms and at a community garden at Holy Redeemer. Jimmy looks forward to gaining experience as a beekeeper and plans to sell his honey when it is produced. We all hope for a sweet outcome for Jimmy and his bees!

The team began developing something that more closely matched Jimmy's talents, interests, and skills – specifically, bugs!

EMPLOYMENT 1st PHILADELPHIA



*Thanks to all the people who allowed us to share their story 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.*

EMPLOYMENT 1st PHILADELPHIA



TAKE YOUR LEGISLATOR TO WORK!



A **PDDC Take Your Legislator To Work** luncheon was held at **T.G.I. Friday's** on City Avenue in April 2013. Two employees — Quinn Brown and Joyce Chapman — who are supported by PDDC met the local Legislators and their representatives. The kitchen manager, Tim Hampton, treated everyone to lunch, while Quinn and Joyce proved to be excellent ambassadors for employment of people with disabilities. Four representatives of the Yeadon City Council, an aide for a State Representative, and the Mayor of Yeadon learned about the work of the two women and heard the praise of their T.G.I. Friday's supervisors and their PDDC job coaches. Take Your Legislator To Work is a great opportunity for the Legislators to learn and see first-hand how important employment is to people with disabilities and how the efforts of the Legislators to support funding for supported employment brings real results.

Above photograph from left to right: SpArc CEO Laura Princiotta, PDDC Job Developer Tim Green, Councilwoman Cindy Bass' Chief of Staff Rosa Woods, Cornelius Carr representing Rep. Pamela A. DeLissio, PDDC Associate Director of Employment Mattie Harrigan, Sharon Vaughn Aide to Councilwoman Marian B. Tasco, T.G.I. Friday's City Line Kitchen Manager Tim Hampton, Arc of Philadelphia Director Nofre Vaquer, PDDC-placed T.G.I. Friday's employee Joyce Chapman, T.G.I. Friday's Culinary Trainer Anthony Law, and Yeadon Borough Mayor Delores Butler who was also representing Rep. Jim Roebuck. Photo by Bonnie Squires.

**Quinn and Joyce proved to be excellent ambassadors
for employment of people with disabilities.**

TAKE YOUR LEGISLATOR TO WORK!

The Philadelphia Employment 1st Steering Committee and Networks for Training and Development are excited to announce the successful launch of Take Your Legislator To Work! The concept is simple — individuals with a disability, who are competitively employed, are encouraged and supported to invite their Legislators to meet with them at their work place. The Legislators can experience first-hand the valuable contributions people are making through their work and the importance of providing funding for supported employment opportunities for everyone, especially young people graduating from high school.

Community Integrated Services was honored to host State Representative Greg Vitali (D-Delaware) of the 166th District for the Take Your Legislator To Work! initiative. Representative Vitali met Michael Urtz at the Havertown Health and Fitness Center to see how Customized Employment works.

Michael takes pride as a business owner — a business-within-a-business at the gym where he partners with the facility's owner, Mark Rodney, to meet the gym's need for clean towels. With the guidance of Devin Hamilton, business developer, Michael bought and installed a washer and dryer in the fitness center. For over two years,

Michael has been the club's Spa Towel Specialist and is an enthusiastic provider of neatly folded, clean towels to the members.

According to Mark, it is more cost effective for him to partner with Michael to fill this need as opposed to an outside contractor, and he is pleased with the results.

Michael is supported by a Customized Employment

Specialist to assist him in his business. Patrons of the gym appreciate the towel service as all fitness facilities do not offer this perk.

CIS thanks Representative Vitali for taking time out of his busy schedule to meet Michael and to see first-hand the valuable contributions that people with disabilities in the community he represents are making through their work and the value of supported employment.

Michael takes pride in being a small business owner and a contributing part of the gym's success.

From left: Representative Greg Vitali, Devin Hamilton, Michael Urtz, Mark Rodney



TAKE YOUR LEGISLATOR TO WORK!

The Institute on Disabilities at Temple University welcomed Pennsylvania State Senator Shirley Kitchen as part of "Take Your Legislator To Work." George Kenney, assistant vice president, Health Sciences Government Affairs at Temple University, escorted the Senator to the Institute offices where they met with the co-executive directors Celia Feinstein and Amy Goldman, as well as Nicole Buckley and Hilde Cobb from St. John's Community Services, which provides support for Michael.

Senator Kitchen met Michael McLendon, a permanent part-time staff member at the Institute and an individual with a disability. A resident in Senator Kitchen's District, Michael began his relationship with the Institute when



St. John's Community Services recommended him for the Academy for Adult Learning. During his time at the Academy, Michael served an internship and was hired shortly after he completed the program.

The Senator was very impressed by Michael and so moved by his story that she asked to visit an Academy class to see where his path to employment began. The Academy students described how this Temple program helps them to become successful and productive citizens of our city.

Michael serves two functions at the Institute. During part of the week, he works in the office reception area, answering phones and greeting guests. He also

works for the Institute's Assistive Technology program. Amy Goldman says, "Our program is making an effort to become 'green' and Michael has been doing a wonderful job scanning, then shredding, old paper records, forms, etc. He's been a great addition to our staff."

Celia Feinstein says that Senator Kitchen is very much aware of our work. "This meeting is the continuation of a long and productive working relationship with the Senator. We think that her visit today helped connect her with people being served by both the Institute and the Senator."

In May, the Institute will mark its 40th anniversary by celebrating people like Michael and Senator Kitchen, both of whom help the Institute achieve its vision of a society where all people are valued and respected and have the opportunity to improve their lives and the lives of others. Employment is an important part of living a full life!

Senator Kitchen was very impressed by Michael and so moved by his story that she asked to visit an Academy class to see where his path to employment began.

2013 EMPLOYMENT SUCCESS STORIES



*Quinn
Brown*

repetition and memorization. Initially hired to roll silverware in napkins, it soon became apparent to her manager that Quinn had an interest in trying more complex tasks.

With the support of employees at T.G.I. Friday's and her Job Coach at PDDC, Quinn began stocking the refrigerator at the restaurant, which required learning the FIFO system (which means First-In First-Out), so that food is used in the correct order and prevents spoiled food. Having tackled that new task, she was eager to learn more, and began working as a food prep worker, portioning food for serving to customers. Quinn really enjoyed the task and once again learned it quickly. Quinn has become a full-fledged food prep worker and has mastered the making of dips and marinades.

Not only does Quinn love her job at T.G.I. Friday's, her co-workers and managers respect Quinn's work ethic and enthusiasm to learn more. Her co-workers often discuss the quality of Quinn's work and are appreciative of her efforts to complete her work in a quick and efficient fashion; necessary in the hospitality industry. Business aside, Quinn can often be found socializing during lunch and break times, or participating in kitchen discussions, especially when they involve the latest news and current events, about which Quinn is always informed.

Quinn, who lives with her mother and five-year-old daughter, enjoys the luxuries that having a job entails. Primarily a person of the utmost modesty, Quinn relishes taking occasional trips to the salon to get her hair done and for a mommy-and-me manicure. Quinn is a shining example of how enriching and meaningful employment can be.

Not only does Quinn love her job at T.G.I. Friday's, her co-workers and managers respect Quinn's work ethic and enthusiasm to learn more.

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 inspired 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.



2012 Octavia Green Dream Job Award Recipient WALTER KESLER

Twenty-one years ago, Walter Kesler was one of the first students who transitioned from high school to employment with the School District of Philadelphia as a full time General Cleaner. Supported by **KenCrest EmployNET**, Walter is still a part of the team that provides cleaning services to the **School District**. He has worked in many schools in the District and has become the equivalent of the character, Norm, in Cheers – everybody knows his name! Also known as “The King of Recycling” while working at the JFK Center, Walter’s outstanding work ethic was recognized by the students, teachers, principals, building engineers, and even the Superintendent of Schools.

Life happens, as they say, and the JFK Center closed. Walter’s job was in jeopardy! An opening became available at the Alain Locke School. Walter was very nervous in meeting new people, but his reputation preceded him. Walter went to work with his usual enthusiasm and tenacity and the grounds of the Alain Locke School are impeccable. Walter will tell you that he has had many experiences while working for the School District, and each one was worth making his dream of being employed a reality. Being worthy and accountable means a lot to Walter and his dedication to his Mother, employer, and religion is how he measures his worth.

Walter presently lives with his Mother, and he assists her in all aspects of her life. She and her son recently celebrated her 86th birthday, and he understands the sacrifices she has made for him. “If it wasn’t for my Mother, I would not be here. I love to work to help my mother, but I owe her my life,” Walter says with passion.

Walter has worked in many schools in the District and has become so familiar that “everybody knows his name.”

Continued on Next Page

PREVIOUS DREAM JOB AWARD RECIPIENTS



**2011
Antonio
Cosme**



**2010
Michael
Jackson**



**2007
Margaret Berger**



**2008
Michelle Webb**



**2009
Adolfo
Burgos**

WALTER KESLER continued

Walter's dedication to his Mother and his job crosses over to his faith and sharing his many gifts through ministry at his church where he worships. Walter leads the youth by setting a good example and informing everyone that his devotion to work is just as great as his devotion to God.

In one of his sermons, Dr. Dennis Kinlaw, founder of The Francis Asbury Society and a former president of Asbury College, said, "Work and self-worth are the two factors in pride that interact with each other and that tend to increase the strong sense of pride found in superior work teams. When people do something of obvious worth, they feel a strong sense of personal worth."

Walter Kesler could not have said it better himself!

Daa'im Lewis

Daa'im Lewis is a quiet and shy young man, full of determination! Shortly after high school, with a few months of work experience on his resume, Daa'im came to **PDDC** with a desire to find steady employment that suited his humble nature. Motivation, dedication and self-discipline helped Daa'im quickly land a job at **Bonefish Grill**, a popular seafood restaurant located in Willow Grove, PA, where he has worked steadily as a food service prep worker since 2009. Daa'im's solid work ethic and positive attitude have won him high praise and accolades from his manager and staff.



Daa'im's solid work ethic and positive attitude have won him high praise and accolades from his manager and staff.

Daa'im started out cleaning and setting up the outdoor patio, stocking the bar with ice, setting up the dining room, keeping the delivery platform obstacle free, stocking shelves, and wrapping silverware. However, once he mastered those tasks, management recognized Daa'im's capabilities and moved him into the kitchen to tackle food prep tasks, including weighing flour, prepping chips and measuring french fries for the evening cooks.

Job Coach Merv Giddins says that Daa'im always gives 100%, "Going above and beyond the scope of his job." Daa'im is the kind of employee employers dream of hiring — the kind who works well under pressure, the kind who strives for excellence and takes pride in his accomplishments, the kind who is loyal and committed, and the kind who makes us proud to provide employment services.

2013 EMPLOYMENT SUCCESS STORIES



Richard Queen

Richard Queen is a true representative of the Employment 1st Movement! Richard works four days a week, earns a wage far above the minimum, has increased his responsibilities, and is fully integrated into his employer's culture. This major accomplishment did not happen overnight, but with Richard's positive attitude, strong work ethic, and the dedication of his entire circle of support Richard has been employed now for over a year.

Richard was referred to **St. John's Community Services** in 2009 for employment services by **Partnership for Community Supports**. The discovery process was challenging, but although Richard lacked actual work experience, he had drive and was friendly and social. In 2011, Waverly, Richard's Employment Specialist, referred him to SJCS-Community Participation Program. As soon as Richard started the program, he made connections.

After volunteering at many different places, through his six-month experience at Community Participation, Richard became even more determined that he wanted to work, and he wanted to help people.

Richard and Waverly made the determination that working in the hospitality industry would be a good fit. Richard landed a working interview at the **Sheraton Society Hill**. At his interview, Richard demonstrated his skills in the cafeteria by sorting and stacking trays, stocking napkins, and wiping tables. His employer was impressed, and he was offered a job right on the spot — making \$11 an hour. Richard started out working just a few hours a week; however, almost overnight, everyone knew Richard and Richard knew all the employees at the hotel. The HR Director was quick to share that at this year's holiday party, the employee in the most pictures was Richard. It wasn't only Richard's social skills that improved; it was his confidence and sense of belonging that is befitting a man with a job.

He works five days a week, and the Sheraton is planning even more job duties for Richard.

When you ask him what he likes about work, he will tell you it is the people there, and that he has money to buy his rock and roll CDs. It may be a given for most of us; for Richard his road to employment was a journey. It was because he had a voice, and said, "I want to work," that his team heard him. Now, if you ask Richard about his life, he will say, "It's good because I work."

Richard works four days a week, earns a wage far above the minimum, has increased his responsibilities, and is fully integrated into his employer's culture.

EMPLOYMENT 1st PHILADELPHIA



Steven Williams

Prior to working with Creative Employment Specialists at **Community Integrated Services (CIS)**, Steven Williams spent his time in a workshop performing simple tasks. But his talent for drawing comic book characters was noticed, and he was introduced to **Outside the Frame Collective**, an arts program. Steven, it was found, had enough material for multiple comic book series. With the support of his mother, Steven officially joined the Collective in the Fall of 2011. Creative Employment Specialists worked with Steven to narrow his focus to a short list of characters and helped him create a timeline for bringing his ideas to reality.

Steven released his first comic book, “Passport,” in April 2012, at an Outside the Frame Collective art exhibit at Neighborhood Bike Works on South Street. There was an immediate change in Steven’s self-confidence. Once his ideas became a reality, he became more engaged and would talk to anyone about his creations. Without pausing to enjoy his accomplishment, Steven quickly went to work on his first full-length trade issue, “The Awesome Hare.” Creative Employment Specialists continued working with Steven, and Steven was able to speed up his production time, completing his second comic book in six months.

Steven’s professional approach to art and hard work is a real source of inspiration. His self-confidence grew to match the levels of his artistic abilities, overcoming each obstacle. In addition to the production of his comic book series, Steven also pursues a career in freelance illustration. He has designed announcements for Networks for Training and Development and CIS, and contributed poster designs for the Outside the Frame Collective.

Steven enjoys working with his Creative Specialists at the studio, sharing artists, films, and music with each other, increasing their library of references and exposing him to new ideas. Steven went with the Collective on networking trips to galleries and museums in the Philadelphia area. Creative Specialists used their personal connections in the art world to help Steven build a professional network. Steven has made strong



Continued on Next Page

EMPLOYMENT 1st PHILADELPHIA

Scott Muschette

Just four short months after Scott Muschette came to AHEDD in March 2012, he landed the job of his dreams. In June, Scott began working as the sole custodian of the recreation center building for Horsham Township Parks and Recreation. The **Horsham Township Department of Parks and Recreation** maintains open space, parks, and recreation services for area residents. Scott's boss is the Director of Parks and Recreation.

Scott works Monday through Friday, arriving every morning at 6 a.m. to get the building ready for the day's events, as well performing the daily maintenance. The Recreation center is in the heart of the community and is host to summer day camps, special events, and houses the offices of the Horsham Town Council.



Scott helped set up a triage station in the community center during Hurricane Sandy.

Scott's first summer of

children's camps saw him taking an active role in setting up the needs of the campers, such as floor plans, kitchen preparations, and sign designing, making the atmosphere more enjoyable for the campers.

During Hurricane Sandy, Scott helped set up a triage station in the community center. Scott was off duty and came in and volunteered his time. Scott befriended the Chief of Police for Horsham Township and the Fire Chief of Horsham Township and by the end of October, Scott became a volunteer fire fighter. In November, Scott took another step of independence and obtained his own apartment. Future plans include marrying his girlfriend of three years and starting his own family.

~ Narrative by Cathy McGough, AHEDD.

Steven Williams Continued

impressions on members of Philadelphia's comic book scene, including Jeff Kilpatrick, a professor of Comic Book Art at University of the Arts, and Tony Glassman, co-owner of South Philly Comics. Steven is currently working with Leah Reynolds, of Studio 837, to construct a zoetrope (a rapid succession of still images giving the illusion of motion), animating a character from "The Awesome Hare." Steven's comic books are currently on sale at South Philly Comics and The Print Center. Followers of Steven's work will be happy to know that he is on schedule to release his second full-length comic book in the coming months.

Steven's professional approach to art and hard work is a real source of inspiration. His self-confidence grew to match the levels of his artistic abilities as he overcame each obstacle.

Horace Adams



Horace Adams is an amazing man. Horace is 49 years old, and due to his cerebral palsy, he maneuvers himself in a manual wheelchair to get around. He lives in a community living arrangement with **United Cerebral Palsy Association** and receives Supports Coordination through **Partnership for Community Supports**. If people are patient with him, he is able to communicate his wishes and likes and dislikes effectively, and holds in-depth conversations covering a multitude of topics. He is eager to learn new things and watches TV to further his knowledge of real estate, travel and current events. Even though Horace also has a seizure disorder and wears a medical alert necklace in case of emergency, he has never allowed any of his challenges or life's circumstances to stop his career path.

An employee of **Olive Garden Restaurant** since May 1993, Horace wraps silverware in cloth napkins in preparation for their serving lunch and dinner. Working three days a week for three hours each day, he completes his tasks on the job without stopping. SEPTA ParaTransit does not always get him to work on time, and he often has to wait for his ride home, but his employer understands and it has not affected his job.

Horace enjoys working and making money to buy the latest electronics that he loves. He listens to and records music on his computer, or his DVD player, and is able to diagnose issues with these devices. Horace enjoys going to the Jersey shore, karaoke, movies, and bowling. Very polite, and friendly, he has a great laugh and sense of humor and his personality makes a lasting impression on the people that he meets.

**Proud of the work he does,
Horace has logged almost
twenty years on-the-job!**

A co-worker sets up his work area with napkins, bins and silverware. Horace is aware of his challenges, but that does not stop him from excelling. Horace is meticulous when it comes to the cleanliness of the silverware because he never wants anyone to have to eat from dirty utensils. Proud of the work he does, Horace has logged almost twenty years on-the-job! Recently, Horace wrote a letter to his Legislator, Representative Cherelle Parker, inviting her to "Take Your Legislator To Work." Excited to share his success and to advocate for funding so that others may follow his path to successful employment, Representative Parker was scheduled to visit in April 2013.

EMPLOYMENT 1st PHILADELPHIA

Philadelphia is leading the way across PA in its efforts to improve supported employment outcomes through EmployStat Philly, an initiative of Employment 1st Philadelphia to collect and track employment data. The data shown is excerpted from on-line reporting to EmployStat by service providers and also includes data from HCSIS, the PA Home and Community Services Information System.

996
*Received
Supported
Employment*

626
*Individuals
Employed*

EmployStat Philly tracks data including the number of individuals served and employed and their earnings, as well as service provider and SCO specific data. Job type, longevity of employment, job support, and job development units are among the data collected. The availability of data will help lead to performance improvements in service delivery and advance employment outcomes for all!

*PEOPLE
WORKING
EARNED*

=

\$2,813,962

=

FY 2012

*Self-Confidence
Connections
Spending Power
Independence*

Setting Early Expectations for Work

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

From an early age, most children are asked, "So what do you want to be when you grow up?" Some have a ready answer, others just shrug their shoulders, but at least they start to get the message that there is an expectation they are going to "be" something. For children with disabilities, that question is often not asked. Young people with intellectual disabilities are often not encouraged to seek employment and are often not afforded the same work experience opportunities as their fellow classmates.

So what helps to "Make Employment Happen"? Raising aspirations from the start is key. Children with disabilities surely deserve the same life chances as other young people. They should be encouraged to have ambition; they should be asked, "What do you want to be?" — Excerpted from The Guardian PolicyHub, <www.guardian.co.uk>.

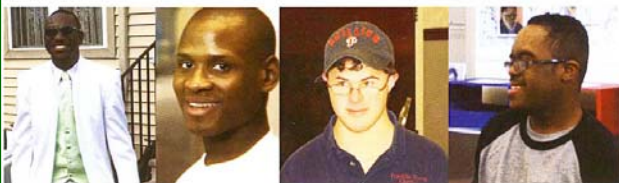
Did you Know?

The single best predictor of employment success after high school is participating in work experiences in school.



"SETTING EARLY EXPECTATIONS FOR WORK!"

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



Employment 1st Philadelphia 2012



Networks for Training and Development
13th Employment Supports Symposium



"MAKING WORK WORK!"

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.



Employment 1st Philadelphia 2012



Networks for Training and Development
13th Employment Supports Symposium



It's all
about
community!

Philadelphia Department of Behavioral Health

and Intellectual disAbility Services

701 Market Street, 5th floor, Suite 5200,

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Communication and Connection — Meaningful Employer Relationships



Employment 1st Philadelphia 2012



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